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Labour Migration in Selected Countries of the European Union

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1. Introduction
2. Literature review
3. Methodology
4. Research results and analysis
5. Conclusion
Reference list
List of shortcuts
Statement on the use of the results of the bachelor thesis
List of attachments
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„Prohlašuji, že jsem celou práci, včetně všech příloh, vypracovala samostatně“.

V Ostravě dne 11. července 2013

.....

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1. INTRODUCTION

Migration process as a form of movement of the population is currently one of the most discussed topics; it is a subject of domestic political and international talks of all developed countries. United Nations Population Division estimates that the total number of people residing outside their country of birth is around 214 million, which represents approximately 3% of total world population (UNPD, 2010). Although the majority of migrants chooses traditional immigration destinations (United States of America, Canada or Australia), a growing number of immigrants are also observed in Europe.

The migration process is not a simple one, whether it is trying to be understandable from the perspective of the migrant himself or from the perspective of a potential host country. It is a long and challenging process – the decision to leave the homeland and the subsequent adaptation to the new condition of the host country affect not only the near future of migrant (or whole family), but also the future of the next generations. Migration thus can be understood as a phenomenon influencing the parent and the host countries (Arango, 2000).

In relation to record levels of international migration the question of the extent of the economic and social impact of migration on society of the host and parent countries has become very urgent. Political discussion is typically focused on three main issues. How the immigrants will stand in the host country? What effect will they have on the economy of the host country? And what immigration policy is best for the country? (Castles, 2004).

The significance of these issues is evident. In the case of highly-skilled migrants, which are able to quickly adapt to the conditions and employment opportunities of the host country, the migration can replace any missing work potential in the host country. In the opposite case the migration creates burden on the social system of the country, increases inequality in income and contributes to the social pressure within the society. The question of the impact of migration on the economy of a country is closely related to the widespread view that migration has a negative effect on the employment opportunities in the recipient country. Concerns about the lack of job opportunities and rising unemployment of domestic population create pressure on the formation of immigration policy (Black et al., 2010).

Within the European Union, the policy could be considered as a pro-migration due to the right of free movement of persons. Free movement of persons is one of the most basic

freedoms that Community laws of European Union guarantee. Initially the right of free movement within the European Union was intended only for the working population. The original idea of free movement of citizens of Member States within the European Union, however, was not fully in conformity with efforts to create the EU Single Market. Under the influence of increased demands on the human dimension of European space, the right to freedom of movement was further extended to cover all categories of citizens, including those economically inactive (Galgoczi et al., 2009).

After the enlargement in 2004, when the European Union expanded to include ten new member states from Central and Eastern Europe and the subsequent accession of Romania and Bulgaria in 2007, some states adopted temporary restrictions against those countries. The purpose of these restrictions was to prevent a large inflow of labour migrants from the new European Union in the old Member States. Nowadays, these restrictions apply only for nationals of Romania and Bulgaria in some EU Member States (European Union, 2012). It means that the majority of EU citizens does not need any work permits and moreover can use help from specialized EU agencies (for example EURES) in searching for jobs in another Member State. Despite this fact the migration rate in the European Union is significantly lower in comparison with other part of the world. Many scientific studies deal with this issue and try to identify the causes of relatively low mobility within in the EU (Black et al., 2010).

1.1 Research objectives

The purpose of the study is to assess the migration potential in the EU and identify the most influential factors affecting decision about labour migration. The research focus on the migration potential of highly skilled young people of four EU nationalities which represent new and old Member States: Czech Republic, Romania, France and Denmark.

The study has been undertaken because this issue became an area of interest of the author due to personal experience with migrants and migration in the United Kingdom.

In order to address the aim the following research objectives are set:

- to identify the migration potential of university students overall and among certain nationalities of both new and old EU Member States,
- to identify factors which have an impact on their decision about migration,

- to explore the motives and barriers of migration,
- to identify which countries are the most often target of migration and why.

1.2 Outline

The analysis begins with a study of the appropriate literature on labour migration. The literature review covers definition of migration, relevant theories of migration and the impact of migration on both, sending and receiving country. The literature is accompanied by corresponding statistics on labour migration within the EU.

The third chapter introduces the research strategy and methods chosen to examine the migration potential of university students. It also highlights reasons for choosing this method as well as its disadvantages. After that, the design of the research tool, sampling and the process of data gathering are described. The methodology chapter concludes by addressing the limitations of the study.

The fourth chapter analyses the collected data and discusses the findings of the research and links them with literature review. First of all, it presents profile of respondents and factors which influence decision about migration. Further, the questions covering hypothesis are analysed. In this section, the hypothesis are either confirmed or disproved. At the end of the chapter, recommendations for future study are given.

In the last chapter conclusions are presented. The chapter also summarizes the findings of the research and assesses the achievement of the objectives.

2. LITERATURE REVIEW

This chapter aims to review literature on migration. In the first part a definition of concepts and the most important theories of migration are given. The next part of literature review addresses different types of labour migration and reasons for migrating for work. Further the factors affecting labour migration and the impact of labour migration are described. Since the migration within the European Union is influenced by EU regulations, the next section looks at rights of migrants under Single Market. Closing section adds statistics of migration flows in the EU.

2.1 Definition of concept of migration

The concept of migration can be understood from a demographic point of view as a change of permanent residence beyond borders of some administrative unit. Usually, if the movement takes place within the units smaller than a state, we are talking about *internal migration*, in the opposite case we are talking about *external migration* or in other words, *international migration*. However, if we increase the unit (for instance the EU), we could talk about internal migration even in the case of trans boundary movement (IOM, 2002). From the perspective of the migrant initiatives to change place of residence, migration can be divided into *voluntary* and *involuntary*, for example as a reason of expulsion. Migration is also divided according to the volume of migrants, thus we talk about *individual*, *collective* and *mass* migration. Migration of a very large number of people is known as the *Exodus*, which is usually caused by war conflict or large-scale natural disaster. Further, we can divide migration on *legal*, which is in accordance with the legal standards of the interested countries, and *illegal*, which is not in accordance with the applicable law, and therefore is difficultly measurable (Arango, 2000).

The migratory movements can be distinguished between *emigration* and *immigration*. The term migration balance then expresses the difference between the number of immigrants and emigrants in the monitored area in a certain time period (Krishnan and Odynak, 1987). For a complete list of terms related to migration is necessary to add the term *migrant* which refers to a person who exceeds the internationally recognized borders and remains in another country for more than a year (UN, 1998).

Migration can be distinguished between *political* and *economic* on the basis of factors influencing migration. In Europe prevailed war, religious, racial or political reasons for migration in the past. In the late 20th dominate primarily economic factors. The most important economic factors of migration can be generally consider as an attempt to achieve a higher standard of real income or overall quality of life. This objective is determined by a set of economic sub factors, such as wages, exchange rates, price levels and purchasing power of wages, foreign investment or the generosity of social systems in the target country. Economic or in other words *labour* migration is also motivated by the following non-economic factors: the opportunity for career development, gaining expertise or the effort to improve language skills (Cihelkova et al, 2000).

2.2 Theories of labour migration

Motives and reasons why people leave their homes and migrate vary and can be divided by many criteria and approaches. Independently and within different disciplines, several theories developed to explain the causes of migration. For a comprehensive understanding of the migration it is important to be based on multiple perspectives and approaches, and therefore this subchapter devoted to the most important theories of migration.

2.2.1 Ravenstein's migration laws

British demographer Ernst Ravenstein in 1885 studied internal migration in England, which laid the foundation for future research on migration. Based on the collected data, he created several migration patterns, on which we can rely even today (Ravenstein, 1885):

- Net migration is part of gross migration between two points: each migration flow produces return migration
- Most migrants move over short distances
- Migrants who move long distances tend to choose larger cities
- A rural resident migrates more than residents of urban areas: at present the law applies on developing countries
- Families are less active in international migration than young adults

Ravenstein (1885) also revealed an inverse relationship between the volume of migration and distance of origin and destination areas. He claims that the number of migrants decreases with increasing distance which must be overcome. The concept is known as *distance decay*. With increasing distance is decreasing mutual linkage between places, therefore, migrants are not so confident and willing to travel. Some migration flows over long distance are actually a set of several shorter stages of migration known as the migration step.

2.2.2 Theory of intervening opportunities

Stouffer (1940) argues that migration is not only a function of distance and population size of the places, but also intermediate opportunities – intervening opportunities (accommodation place, employment opportunities, etc.). Stouffer's law of intervening opportunities says:

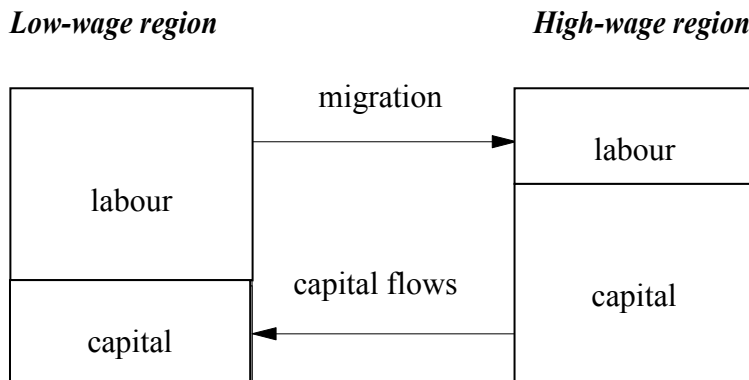
The number of persons going a given distance is directly proportional to the number of opportunities at that distance and inversely proportional to the number of intervening opportunities. (Stouffer, 1940, p, 846)

In other words we can say that the opportunities, which a migrant meet on the way to their targets, can persuade him/her to remain in a place closer than his goal (Lewis, 1982).

2.2.3 Neoclassical migration theory

An approach based on neoclassical economics can be divided into macro and micro models. At the macro level the approach is based on the premise of differences in supply and demand for labour. The difference in real wages between the two countries causes migration flows, which stops when new international equilibrium is going to be established, that is, when the real wage in both states become the same. Migration flows from countries with lower wage levels is offset by capital flows from countries with a higher wage level. Capital flows stem from the most advanced countries in the industrial-intensive activities demanding a qualified workforce. Skilled workers then remain in the country with lower wage levels and their wages increase (Jennissen, 2004).

Figure 2.1: Neo-classical mechanism leading to equilibrium



Source: Jennisen (2004, p.45)

The micro level is known as *the human capital model* that describes migration as “an investment activity” (Sjaastad, 1962 cited in Liebig, 2003). It perceives migration as individual rational decisions of individuals who compare the cost of moving and net future income from different target destinations with the option to stay home. Future earnings are affected by the length of productive life; therefore migration more refers to young individuals (Sjaastad, 1962).

The micro model is based on *the new economics of migration* (Chenery and Srinivasan, 1998). In this approach, the individual does not decide alone, but it is a decision of a larger social unit (for example the family). The possibility of finding employment is not as important as in the micro-model. There is the question of the potential risks and their minimization (for example, sending one family member who will send home remittances).

2.2.4 Push-pull theory

Push-pull model follows the neoclassical theory. The model focuses on the factors influencing the decision of individuals to migrate. Push factors negatively affecting an individual in the country of origin; the individual is positively attracted to the destination country by pull factors. Push and pull factors have to reach certain intensity depending on a number of subjective reasons (Golledge and Stimson 1997).

Table 2.1: Bogue's Push and Pull Factors in Migration

Push factors	Pull factors
Decrease of domestic product, the local recession	Perceived better opportunities in new location
Loss of employment	Reduced oppression or discrimination
Political, religious, ethnic or other oppression and discrimination	The opportunity for personal growth – better education, better status
Very little or no opportunity to develop (marriage, status, career, etc.)	Preferred environment – climate, housing, schools, institutions, etc
Disasters (natural and anthropogenic)	The desire to be with family in a new place
	Attraction of new social and physical activities at the new location

Source: Golledge and Stimson (1997)

Push-pull theory was enriched by Lee who uses Stouffer theory of Intervening Opportunities and adds a so-called “intervening obstacles” (physical barriers, laws, mental barriers, etc.) that act on one’s decisions (Ritchey, 1976).

2.2.5 Keynesian approach

Jennissen (2004) explains that neo-classical migration theory is criticized by Keynesians because of the lack of influence of nominal wages on labour supply and thus migration flows. Possible creation of additional savings in the higher nominal wages becomes a factor which increases migration flow. However, according to the Keynesians, the new international equilibrium is not going to stabilize at the same real wages but at the same unemployment rate.

2.2.6 *Dual market theory*

The theory explains that divided labour market in modern society is the actual cause of migration. The primary sector is characterized by a large share of capital per unit of labour; the secondary sector is the large proportion of labour per unit of capital. In the first case, it is a qualified well paid job with prospects of career growth. In the second case are created badly-paid jobs for unskilled and easily substitutable labour. In these positions often work migrants, whom domestic unmotivated individuals, who do not want to perform job reducing their social status, released the position (Jennisen, 2004).

2.2.7 *Neo-Marxist dependency theory*

The theory is based on Marxist political economy. Economic and political power in the world is unevenly distributed, causing flows of migrants, goods and services, but also deepening of this inequality. Although migrants may send part of their wages in the form of remittances to source countries; however, jobs that migrants occupy do not allow any substantial reduction of the differences between countries but the opposite. This process is explained by the theory of the dual market; most of the profits of companies employing migrants remain in these societies helping to further development of more advanced countries (Mahmud, 2009).

2.2.8 *World Systems Theory*

Wallerstein (1979), based on dependency theory assumes one world economic system. He neglects decisions at the micro level and explains the migration through the structure of world markets and the ongoing economic globalization. Owners of large companies try to achieve higher profits and therefore seek land, raw materials, new sales markets and cheap labour in poor countries. Arango (2000) claims that according to this theory the migration is connected to the penetration of capitalistic economic relations from the centres to the peripheral non-capitalistic societies. Skilled workers come from the core to the periphery; flow heading from the periphery to the core is presented by both skilled and unskilled labour force.

2.2.9 Migration networks theory

Previous theories assumed migration influenced by individual decisions. Theory of migration networks also includes social interaction, which the migrant participates. Migration networks are sets of interpersonal relations, uniting migrants in the targeted areas and indigenous communities in their source countries by family and friendly links. Links can be described as social capital; there may be both forms of informational, social or financial assistance between groups or individuals. Migration network reduces the risk and costs of migration for individuals (Massey, 1988).

2.2.10 Migration system theory

Previous two theories became the basis for a relatively new theory of migration systems. It assumed that migration flows are to some extent stable and structured in space and time, which creates international migration systems of two or more countries that exchanged among themselves not only migrants but also goods and investment. Migration systems are created and influenced by historical, cultural and technological ties, human and natural resources and others (Douglas et al., 1993).

2.3 Typology of labour migration

In the following part, the basic typology of labour migration is introduced. The section will look at supply-determined and demand-determined migration and commuting. This list is not comprehensive; nevertheless it is sufficient for the purpose of this study.

2.3.1 Supply-determined migration

We talk about supply migration if the migrants exit from the domestic country (in most cases countries with low economic level) into the destination country which has a higher standard of living, based on the offer of specialized work activities. Migrants may be experts in various fields, who, in addition to the possibility of increasing the standard of living, are motivated to migrate by factors associated with the carrier, such as personality development,

the opportunity to work in an international team with the latest technology and others. Supply migration is mostly long-term, respectively lifelong; and therefore there is a risk of outflow of domestic labour. This type of migration is sometimes referred to as the migration of the professional or business reasons. Between migrants are people with higher levels of education or skills. Often it is the movement of managers and technicians abroad within one company (Corry, 1996).

2.3.2 Demand-determined migration

Demand migration can be characterized by the realizing own impulse of potential migrant. In comparison with the supply migration, there may be more manifested non-economic incentives for migration; also the position of migrants in the labour market of the destination country is not advantageous compared to supply migrants, and thus the migrant takes higher risk. The problem with this kind of migration lies in concerns of target countries from the inflow of cheap labour, the consequent rise in unemployment and downward pressure on wages (Corry, 1996).

Target countries rather try to limiting this type of migration; as an example can be mentioned the transitional restrictions on the free movement of labour for new EU members, advocated by the protection of labour markets of the old member countries. The aim of the host (developed) countries is to achieve effective regulation of this type of migration. However, if the regulation of labour migration is too extensive and restrictive, or if the access to the labour market is bureaucratic, these efforts may result in an increase in illegal immigration (Galgoczi et al., 2009).

2.3.3 Commuting

Commuting applies mainly to residents of bordering areas and means that the residence of the worker remains in the home country. Migrant can commute daily, or may come back regularly after a brief (maximum one week) stay in the destination country. According Eliasson et al. (2003) the most important motive is a wage in the developed country, or more precisely, the purchasing power of wages translated in the price level of the home country. Currently, commuting migration rather stagnates due to inefficiency, as

commuters must deduct the costs of travel and stay from their wages, and in addition an initial salary may be lower than the average salary of the profession in the target country.

2.4 Reasons for labour migration

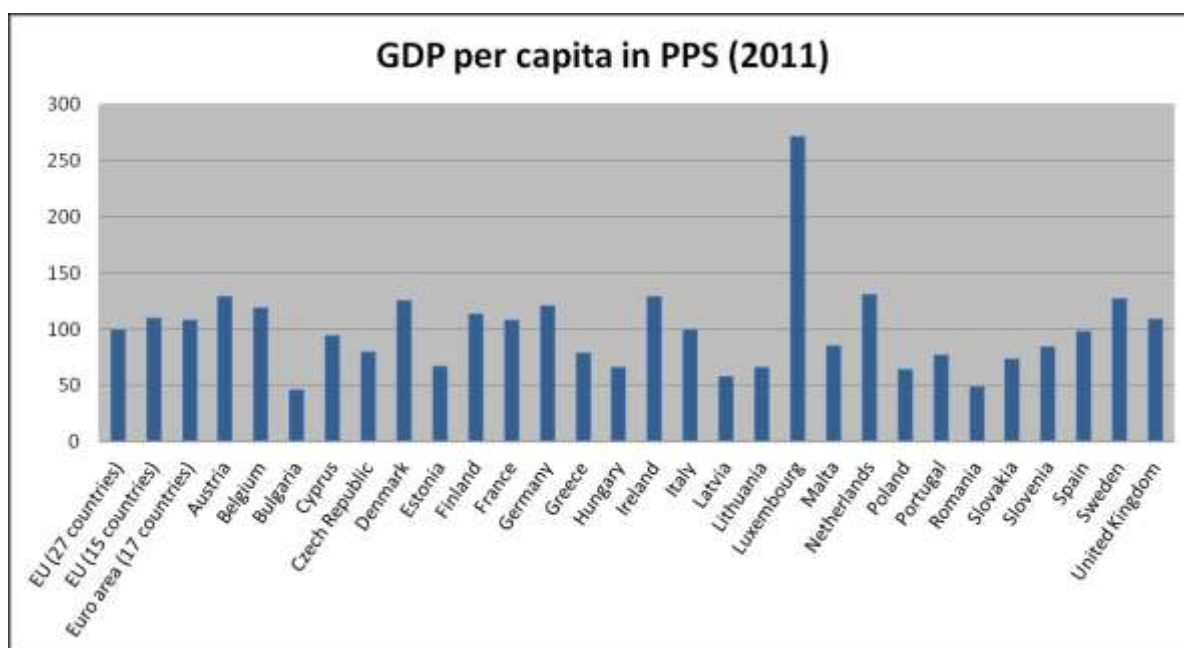
The theories of migration tried to assess migration in general. In this part, the economic reasons complemented with non-economic reasons for labour migration will be described. Further, some of the motives will be addressed from the perspective of the EU.

2.4.1 Higher levels of economy of the destination state in comparison with the economic level of the country of origin of migrants

Vavrečková (2006) states that the citizen who migrate for work abroad may be motivated by the higher overall economic level of the destination country compared to the level of his home state. To express the level of economic is the most commonly used real volume of GDP per capita, expressed in the comparable price level or purchasing power parity. The comparable price level is expressed precisely because of international comparisons.

The intensity of this economically motivated migration is the stronger the greater is the distance of economic level in the mother country from the destination country (Vavrečková, 2006). According to Eurostat (2013a), in 2011, the highest standard of living in terms of purchasing power in the EU-27 achieved Luxembourg, followed by a huge margin by the Netherlands and Sweden. Conversely, the lowest values are reported in Bulgaria, Romania and Latvia.

Figure 2.2: GDP per capita in PPS in EU-27 for the year 2011



Source: Eurostat (2013a)

2.4.2 The amount of wage income

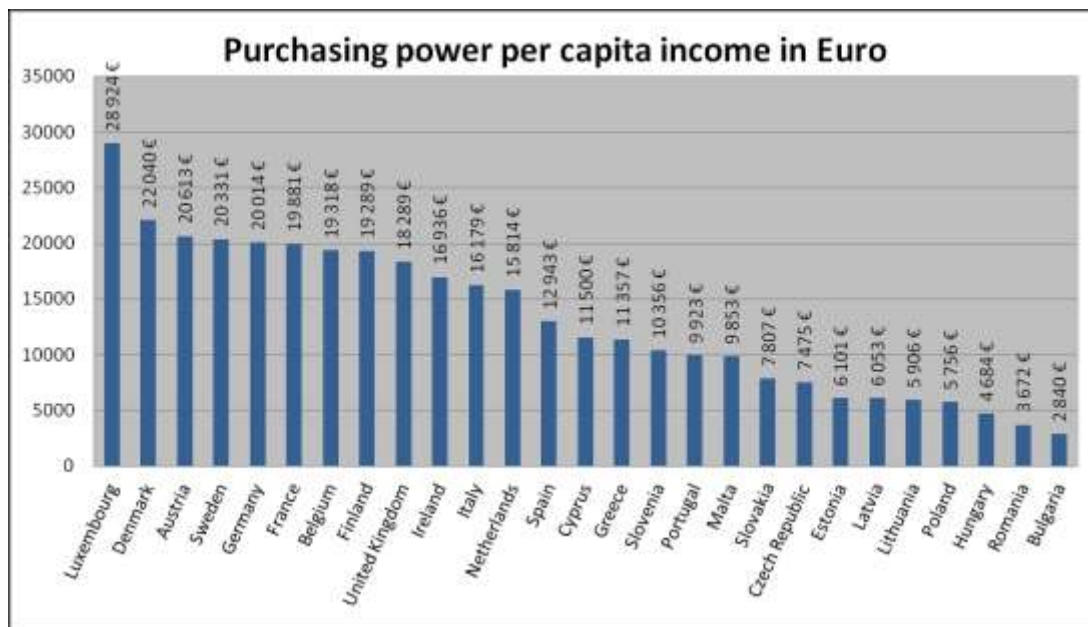
The economic level of the target state, of course, plays an important role in decision making. According to Faini and Venturini (1994), for the majority of the population, however the principal motivation is the level of labour income in the destination country compared to the level of labour income in their country of origin. It is being accepted that income motivation to work abroad is more intense, the greater is the difference between the reached level of income from work abroad and in the country of origin of the migrant. Finally, in general, the migration inhibits if the level of income in the home country is around 75% of the income level of the target state. Costs of migration (economic and personal) then outweigh the benefits. Significant income differences between EU Member States can be observed usually between old and new Member States (Horváth, 2006).

To ensure that the level of income in each country gave international comparisons it is necessary to place them in the same currency. In our case it is quite clear that the most appropriate currency is the Euro. Comparing the level of the average wage in the country would not be completely objective and there would be some distortion. Therefore, more important is the amount of goods and services we can get for the average wage. This is why

the greater explanatory capability has the purchasing power parity (PPP) of the average wage, which we can express in each country as a ratio of the average level of nominal wages to the level of consumer prices for goods and services (Horváth, 2006).

If we look at the purchasing power parity of average annual wages in all EU Member States, the highest values are reported in Luxembourg, where the PPP was amounted to € 28,924 in 2012. The top five countries with the highest purchasing power after Luxembourg are then Denmark, Austria, Sweden, Germany and France. Conversely, the lowest purchasing power of average wages in 2012 was new members of the European Union, Romania and Bulgaria.

Figure 2.3: Purchasing power per capita income in Euro for year 2012



Source: GfK GeoMarketing (2012)

2.4.3 Increase of qualification and gain experience

This reason to migrate for work can be probably the most seen in high-skilled labour. Motives of professionals to labour migration can be for example participation in major international projects in the host country, the development of professional knowledge, work in top international teams, workplace equipment at a high level and last but not least possibility

of career advancement in either the host country or, after return, in country of origin (Tassinopoulos et al., 1998).

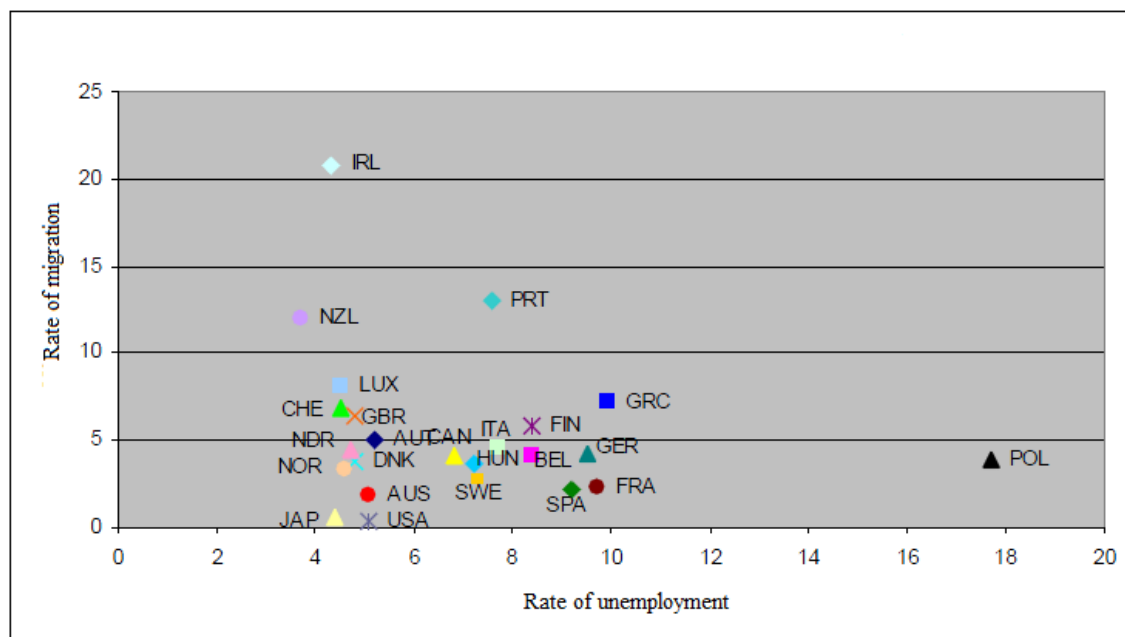
2.4.4 Level of unemployment in the target and the mother country

Another important factor in the migration study tries to analyse the relationship between migration and unemployment in the target region and the country of origin. The unemployment rate is regarded as a proxy indicator of job opportunities in the migration of the affected regions. Researches of individual studies, however, gives ambiguous conclusions when examining the impact of unemployment on the rate of migration.

Despite what the migration theories assume, some authors have found a negative correlation between employment opportunities at the target destination and the extent of the migration flow. This finding would imply that the lack of employment opportunities in the region do not discourage migrants from the decision to migrate to that region (Zaiceva, 2004). Harris and Todaro (1970) discovered discrepancies of classical migration theory and reality, when watching a large influx of migrants to urban areas despite the lack of job opportunities in the cities.

The following graph shows the extent of emigration and employment in selected OECD countries. The neoclassical migration theory assumes that the higher is the country's unemployment rate, the higher should be the tendency to leave the region, in other words, the higher should be a degree of emigration. The graph shows that countries with higher unemployment rate did not show a significantly higher rate of emigration. The unemployment rate in the home country does not have to be a sufficient reason for the decision to migrate.

Figure 2.4: Rate of unemployment and rate of migration in selected OECD countries for the year 2005



Source: OECD (2012)

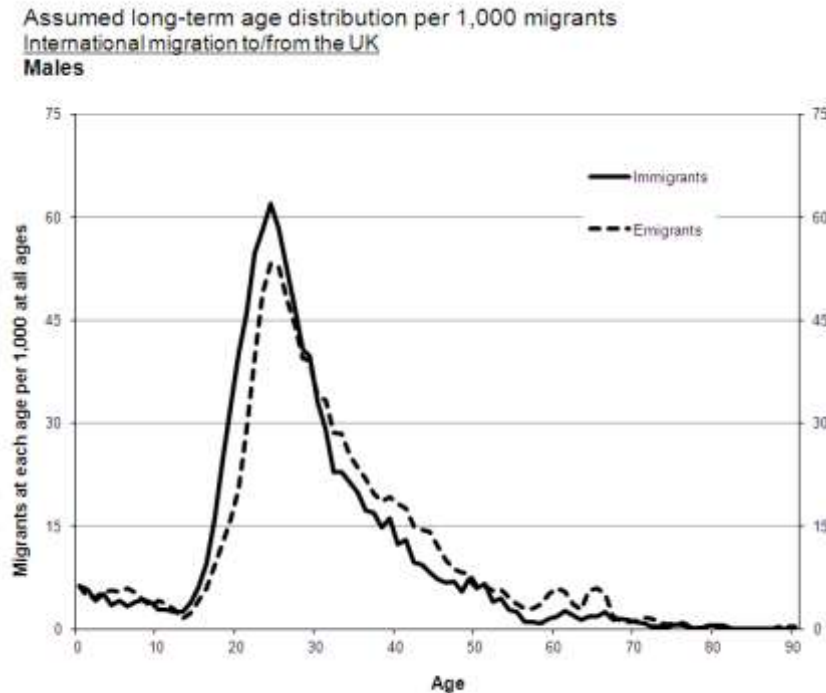
2.5 Factors affecting labour migration

When examining migration it is necessary to take into account not only the reasons for migration but also the conditions that make migration possible but also impossible. Migration is conditioned by many circumstances with different intensity. In section will be mention the factors which the author consider as the most important.

2.5.1 Age

An important factor that affects labour migration is the age of the potential migrant. Stark and Taylor (1991) point out the relationship between migration and age, while the highest intention to migrate has people aged 22-33 years. This assumption is represent by relation between number of migrants and their age in the United Kingdom which is showed in the figures below.

Figure 2.5: Assumed long-term age distribution per 1,000 migrants in UK for 2012



Source: Office for National Statistics (2012)

There are several factors which explain this relationship. Younger generations tend to be more mobile than their parent's generation and they better adapt to newly arising conditions in the labour market. Younger migrants have also generally better employment opportunities in the new labour market and in many cases are willing to work for lower wages and lower position than that corresponds to their education and work experience (Castles, 2004). Migration is also, as it described Sjaastad (1962) investment in own human capital. For younger generations, it can be expected higher return on this investment, simply on the basis of a longer time horizon from which young people can benefit. With increasing age the probability of migration decreases and after the fiftieth year of life basically disappears (Stark and Taylor, 1991).

2.5.2 Gender

In the past, traditionally the largest share of migrants was men. Since the sixties of the twentieth century women begin to form a significant component of labour migration. The trend of feminisation of migration is mostly attributed to the transformation of roles in society, higher education of women and changing conditions in the labour markets of developed economies (Krieger, 2004). Hypothesis of increasing feminisation of migration is, however, called into question, taking into account the new Member States, Bulgaria and Romania, and the candidate country, Turkey. Women in these countries tend to be more conservative, which is concerned with the traditional lifestyle and also a higher propensity for risk aversion. Both of these aspects are related to the probability of migration (the intention to migrate), therefore we can expect a lower propensity to migrate than in other member countries (Black et al, 2010). As regard highly skilled women, Kofman (2011) claims that women even outnumber men in some countries such as the UK, Sweden, France, Germany, Italy and Switzerland.

2.5.3 Language skills

Lack of language skill is one of the fundamental problems affecting decisions on foreign labour migration. If someone does not have knowledge of a foreign language, it significantly reduces the possibility to go abroad to work. Notwithstanding, for some low-skilled jobs the knowledge of language is not required, but at least basic knowledge is necessary for life in a foreign country. Language skills do not only influence the decision making process of migration itself, but also influence the choice of the destination country (Vavrečková, 2006). Migrants usually prefer countries with the smallest (or even any) language barriers. Hassler et al. (2002) in their work claim that language and also cultural barriers are one of the main causes of the low mobility of the population in Europe. Europeans are considerably less mobile than for example Americans, Canadians, Australians or Japanese.

2.5.4 Geographical distance

Borjas (1999) examined, in addition to economic factors, influence of the geographical distance between parent and destination country on migration. He confirmed the hypothesis that the more is the final destination distant from home country, the more the migration decreases. In other words, there is a negative relationship between the distance of the destination country and immigration to that region. Borjas discovered that with the increase in distance of 1,000 miles from the United States emigration decreases by one percentage point from the home country. Borjas assumes that the greater is the distance between destination and home country the higher are the costs of moving and therefore the lower is the migration flow.

2.5.5 Marital status

The geographic distance is closely related to other factors influencing migration which are social and family ties of migrant. When going abroad (especially to a distant country to which cannot commute) migrant must cope with the fact that for some time or permanently interrupts personal contact with their family. Because of social ties is likely that will migrate rather single and childless people, which also supports the theory of more common migration of young people (Vavřečková et al., 2007).

Heinz and Ward-Warmedinger (2006) state in their study factor reducing the social barrier which is called 'network effect'. If there are more people of the same nationality in the destination country, the migrant can easily overcome the separation from family and friends. This effect can reduce the impact of geographical distance of destination country on migration due to the fact that the migrant may more easily obtain information about life, accommodation and employment possibilities in the target country.

Shields and Shields (1993) tested whether the effects of marital status apply to U.S. households. Their results showed that higher wife's income reduces the likelihood of migration of the entire family. Conversely, higher education of wife has a positive influence on future migration, because also she easily finds employment in the foreign labour market.

2.5.6 *Administrative barriers*

According Cihelková et al. (2000), factors that affect migration are administrative and legal obstacles. These barriers include for example residence permits, work permits, entry visa or different recognition of qualifications in different countries. Furthermore, there are tools that restrict the provision of services of foreign workers under the same terms as domestic entities (such as lifting civil rights in the form of restriction on freedom of movement including family members, limits on health and social care and benefits, wage discrimination and limited opportunities to gain additional qualifications).

2.6 Impact of labour migration

Migration is one of the phenomenon that currently have a direct impact on the politics and economy of the target country as well as sending country and broadcast. There are two approaches in the professional literature on impact of migration on the target country: the effect of migration on the labour market of the host country and the impact of migration on social policy of the target country.

In the host country dominate rather the positive effects of migration. Mostly young and often skilled and educated labour flow into the county which do not had to invest. In particular, a highly skilled workforce brings expertise, participates in various projects and can positively affect the competitiveness of the country. However, problems may occur due to migrants who are employed at unattractive, underpaid jobs that local workers do not want to occupy. A negative consequence is the long-term preference of cheap labour forces. The state then do not invests in progressive projects or scientific approaches and the economy of the country may fall behind in the future (Cihelková et al., 2000).

Sinn (2004) claims that in the hypothetical case where the labour markets of host countries operate without external interference or unions and wages are perfectly flexible migration is beneficial for both the target and also for the mother country. Migration in this case increases the overall wealth and improves the efficiency of resource allocation in the two affected countries.

In the European context of the welfare state and rigidities in the labour market is knowledge of the structure of migrants a key factor to determine the impact of migration on

wages and employment in destination country. Borjas (1999) created a model which works with differences between labour forces, which is not homogeneous, but differ in age, experience, education, skills, motivation and others. Borjas (1999) divided labour force into skilled and unskilled. If the residents and the migrants have the same share of skilled workers, migration does not affect the wage structure in the labour market. If migrants are relatively unskilled (less skilled than residents), the wage of unskilled workers decreases. Unskilled labour is competing for jobs with migrants in substitution relationship. Conversely, qualified residents are in complementary relationship; while reducing the price of labour of migrants the demand for skilled workers increases. Similarly, if migrants are relatively skilled, wages of skilled labour decline and wages of unskilled labour rise. Borjas (1999) found that immigration surplus is maximized if migrants are either a minimum or a maximum qualified. If the country wants to maximize the immigration surplus, the country should attract migrants which are most different in skills from the domestic workers.

An important concept related to labour migration is remittances of migrant. Remittances present private financial transfers from migrant workers who reside in the host country to recipients in their country of origin. According to Adam and Page (2005) remittances can be important source of foreign exchange for domestic country, which is then reflected in the balance of payments. In many developing countries, these funds are the main source of income (more than half of all the world remittance is heading specifically to developing countries). Adam and Page (2005, p. 1645) proved that ‘both international migration and remittances significantly reduce the level, depth and severity of poverty in the developing world’.

Another impact on the sending country is so-called ‘brain drain’. It is the migration of highly skilled workers for economic reasons (achieving higher incomes) but in particular for the reason of better professional development in the destination country, the possibilities to participate in various research projects and gain expertise (Vavrečková, 2006). The brain drain phenomenon is related with the following aspects: loss of investment in prior education of emigrants, slowdown of educational, technical and cultural level of the country, which is also related to the slowdown in economic growth of the country (Cihelková et al, 2000).

However, if skilled and educated migrants return back to their country, they bring significant experience, new information, knowledge and know-how. Emigrants abroad may

also promote relations with sending countries, the trade and invest more in their home country (Cihelková et al., 2000).

Last but not least, Coleman (2008) emphasizes the demographic effects of migration. In this case the issue is the loss of younger ones (because the most mobile is the younger generation), and thus the aging of population in the sending country. In contrast, in the host country the inflow of younger migrants can improve this situation. Again, however, it depends on whether the migrant moves temporarily or permanently.

2.7 The European Union's Single Market

Creation of a single market without internal obstacles was always the dominant objective of the European Community. Already the founding Treaty of Rome in Article 2 of the Treaty establishing the European Economic Community (EEC) states that the mission of the Community is establishing of a common market and progressively eliminating the differences between the economic policies of the Member States to promote the harmonious development of economic activities. Even in the early eighties, however, the Community remained fragmented into individual national markets with barriers at the borders between member countries, despite the fact that the creation of a common market was the essential objective (Cini and Perez-Solorzano Borraran, 2010).

The main milestone in the implementation of the common market was the White Paper on completing the internal market of 1985 and the Single European Act of 1987. White Paper entitled 'Complementing the Internal Market' was adopted in June 1985 at Summit of EU leaders in Milan. It contains a detailed summary of the strategy that the Commission intended to promote under the leadership of Jacques Delors to create the 'Europe without internal frontiers' by 1992 (Cini and Perez-Solorzano Borraran, 2010).

Creation of internal market which is characterized by four freedoms: freedom of movement of goods, services, persons and capital within the Community, was prevented by several obstacles, which were divided into three groups (Cini and Perez-Solorzano Borraran, 2010):

- Physical, which stood in the way of the free movement of goods as well as people and which are mainly related to the removal of obstacles at internal borders (especially physical examination);
- Technical, which are mainly related to the alignment of different national regulations and standards;
- Fiscal, which stem from differences in indirect taxation systems of the member countries.

2.7.1 Free movement of people

Free movement of workers as part of the free movement of people is one of the fundamental freedoms underpinning the EU's internal market. 'The internal market comprises an area without internal frontiers in which the free movement of goods, persons, services and capital is ensured in accordance with the provisions of the Treaties' (European Economic Community, 1957). Therefore, in the case of free movement of workers, this means that EU citizens and their families have equal access to the labour market in another country as actual citizens of the country. The introduction of free movement of workers allowed citizens of EU Member States to enter the territory of another Member State in order to search for a job or for the purpose of preparing for work, reside in that State in carrying out the work, and they were also allowed to remain in this state even after termination of employment (Davies, 2011).

The basic building block of free movement of persons was laid in the Treaty of Rome in 1957. Free movement of workers is among other freedoms defined in Title III, Chapter 1, Article 39-48. The current Article 39 of the Treaty establishing the European Community establishes the rights of free movement of workers within the EC as follows:

- 'Freedom of movement shall entail the abolition of any discrimination based on nationality between workers of the Member States as regards employment, remuneration and other conditions of work and employment' (European Economic Community, 1957).
- It also specifies the right of EU citizens to apply for a job in another EU country, move for this purpose within the territory of the Member States, to reside in the territory of the Member States in order to work and remain in the territory of a

Member State after finishing the employment (European Economic Community, 1957).

To meet the objectives set out in Title III of the Treaty has been gradual in partial stages. Currently, throughout the EU is valid the Council Regulation (EEC) NO 1612/68 of 15th October 1968 on freedom of movement for workers within the Community, which was subsequently amended 27th July 1992 by Council Regulation (EEC) No 2434/92. Both Regulations are binding and directly applicable to all Member States (Davies, 2011). According to these regulations, workers have the right to:

1. to enter into an employment relationship in any EU country,
2. look for a job or run to advisory bodies any member country helping the citizens of the Member State in search of employment,
3. equal treatment as regards salary, working conditions, conditions for termination of employment and the right to restore employment, which was contrary to the law invalidly terminated,
4. the same social and tax advantages as nationals of the Member State.

The right of permanent residence has been adapted by many regulations with immediate effect. No longer apply only to employees or their families, but were extended to students, pensioners and other groups of persons which do not engaged in gainful activity (Davies, 2011).

2.8 Trends in labour mobility in the European Union

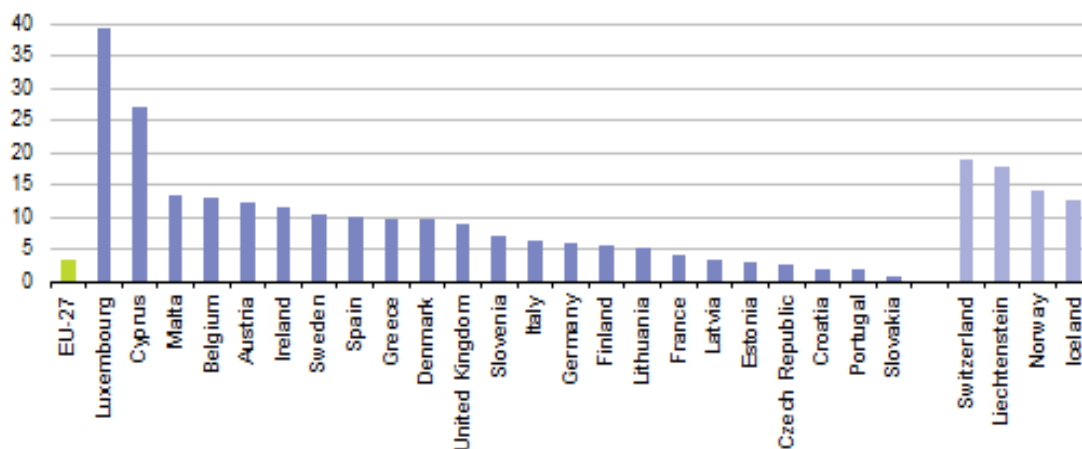
After the EU enlargement in 2004 and 2007 and full opening of labour markets of the EU-15 did not occur significant influx of workers from Central and Eastern Europe. However, this also means that even though the past decade the common market has grown of twelve new states, labour mobility in the EU countries did not particularly strengthened. The reason is that the mobility of workers is influenced by many circumstances, not only the right of free movement of workers within the EU (Black et al., 2010). The following chapter describes the current situation in the area of labour mobility in the EU.

In 2010, over three million people immigrated to the EU Member States and at least 1.9 million people emigrated from EU Member States. The highest numbers of immigrants in

2010 reported the United Kingdom (591 000), followed by Spain (465 200), Italy (458 900) and Germany (404 100). Around 60% of all immigrants moved to these four Member States. Spain reported for 2010 the highest number of emigrants (403 000), followed by the United Kingdom (339 400) and Germany with 252 500 emigrants. Most EU Member States reported more immigration than emigration in 2010, opposite situation occurred only in the Czech Republic, Ireland, Greece and the three Baltic Member States (Eurostat, 2013b).

According to Eurostat (2013b) Luxembourg recorded the highest number of immigrants in proportion to the size of the resident population in 2010 (33 immigrants per 1 000 inhabitants, see figure 2.6), followed by Cyprus (24 immigrants per 1 000 inhabitants) and Malta (20 immigrants per 1 000 inhabitants). Immigration reached high numbers also in the EFTA countries, where the EU average, which was 6.2 immigrants per 1 000, was considerably exceeded; the highest ratio was in Switzerland (21 immigrants per 1 000 inhabitants).

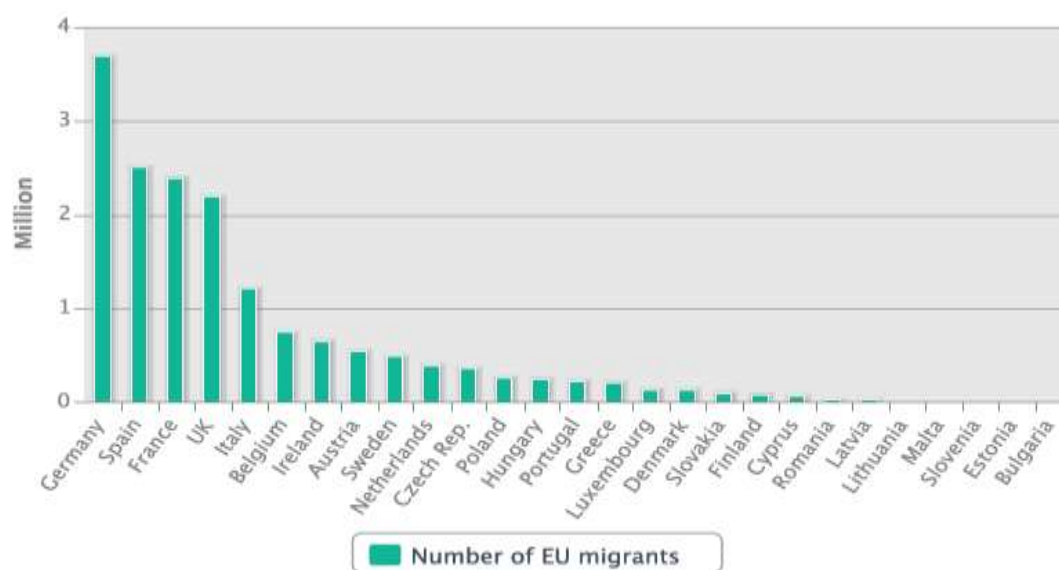
Figure 2.6 Number of immigrants in 2011 (per 1,000 inhabitants)



Source: Eurostat (2013b)

The EU Member State hosting the largest number of EU migrants in 2010 was Germany (3.7 million migrants), followed by Spain (2.5million migrants), France, (2.4 million) and the UK (2.2 million). The opposite situation can be observed in Malta, Slovenia, Estonia and Bulgaria. Those countries host fewer than 10,000 EU migrants (see figure 2.7).

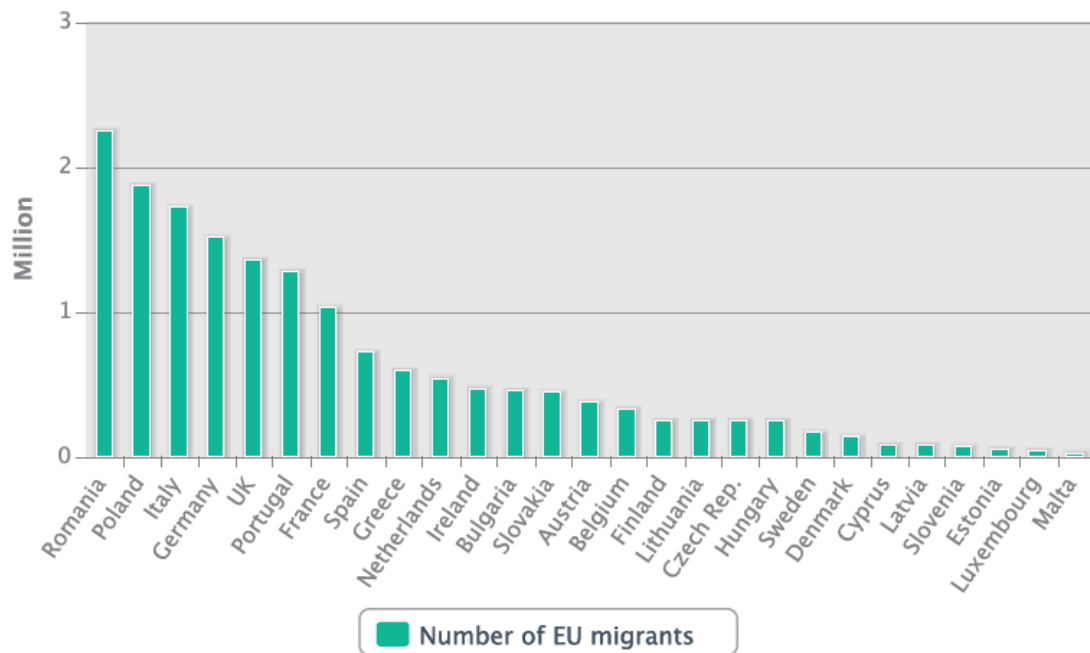
Figure 2.7: EU migrants in each EU country, 2010



Source: Migration Observatory (2012)

As shows the figure 2.8 below, in 2010, the EU Member States with the largest number of people in other EU countries were Romania (2.3 million emigrants), Poland (1.9 million), Italy (1.7 million), Germany (1.5 million) and the UK (1.4 million). The statistics indicate that Romanians migrate the most of all EU nationalities despite the fact that they still need work permits in nine EU countries (namely in Austria, Belgium, France, Germany, Luxembourg, Malta, Netherland, Spain and the United Kingdom) (Eruopean Union, 2012).

Figure 2.8: EU countries ranked by people living in other EU countries



Source: Migration Observatory (2012)

As regards the breakdown of migrants by gender, in 2010 slightly predominated men over women in the total immigration in the EU (52% men, 48% women). The highest proportion of male immigrants reported Slovakia and Slovenia (64%), while the highest proportion of women among immigrants is reported in Cyprus (57%).

Persons who in 2010 immigrated to the EU Member States were on average much younger than the resident population of the country of destination. The median age of population in the EU-27 was 41.2 years, while median age of immigrants in 2010 was 34.7 years (Eurostat, 2013b).

2.9 Conclusions

The literature review chapter aimed to introduce the issue of labour migration and make the reader more familiar with the topic. In the first part, the most important theories dealing with migration were described. Some of them will be used in order to set hypothesis of the research and will be consulted in the discussion chapter. Further, the previous chapter addressed basic definitions and typology of migration and particularly labour migration. Thirdly, the chapter looked at reasons for labour migration and factors affecting labour migration. Those will be widely analysed and discussed in another chapters.

As background information, the chapter covered the impact of migration on economy of receiving and also sending country. In the European Union, the labour migration is influenced by the Single Market and specifically by the right of free movement of workers. The reader was introduced with this issue in the previous chapter. The literature review concludes with statistics of migration in the EU. Those were used to make the reader familiar with current situation in the EU as well as to support some hypothesis. In the following chapter, the hypothesis will be set and the method of conducting research will be explained.

3. METHODOLOGY

In this chapter a description of research methods used for the purpose of this dissertation will be given. First of all the author explains the research approach and strategy of this study. Next part of this chapter gives reasons for choosing the method of research – questionnaire. Subsequently, the design of the questionnaire and the pilot study will be described. In another subchapter the author will explain the choice of a sample group and data collection. At the end of this chapter, limitations of the study are given.

Before one chooses a method of research, objectives and hypothesis of the study must be set to define further choices about how the research will be conducted. This study looks at labour migration within the European Union and focuses on four EU Member States, namely the Czech Republic, Romania, French and Danish. The aim of the study is to define the attitudes of university students toward labour migration and to predict the potential migration of the chosen group.

After the literature was studied appropriate theories were identified and then hypothesis were constructed. These are as follows:

Hypothesis 1: Over 60% of students consider migration; however, students from new Member States tend to migrate more than students from old Member States.

Hypothesis 2: No significant differences can be found among males and females and their intention to migrate.

Hypothesis 3: Students with better knowledge of languages consider labour migration more than those who have worse knowledge of languages.

Hypothesis 4: Students who have family, friends or colleagues abroad tend to migrate more than those who do not.

Hypothesis 5: The most preferred country for migration is the United Kingdom; mainly due to the local language – English.

Hypothesis 6: The most common motive for migration will be a higher salary and an increase of qualification. Contrary, the biggest barrier is separation from family.

3.1 Research approach and strategy

After setting objectives of the study, one must define the most appropriate research approach and strategy for the aim of the study. Maylor and Blackmon (2005) distinguish two approaches: *scientific* and *ethnographic* (see table 3.1).

Table 3.1: A comparison of the scientific and ethnographic approaches

Characteristics	Scientific approach	Ethnographic approach
Questions that can be answered	What, how much	Why, how
Associated strategies	Survey Experiment Databases	Direct observation Interviews Participant observation
Data type	Quantitative	Qualitative
Findings	Measure	Meaning

Source: Maylor and Blackmon (2005)

The researchers sometimes use names *quantitative* and *qualitative approach*. Cooper and Schindler (2006, p.144) explain that quantitative research 'attempts precise measurement of something'. Collis and Hussey (2009) add that quantitative data are analysed using statistical methods. Contrary, qualitative research is detailed description of situations; it attempts to understand the interaction between people and things (Cooper and Schindler, 2006). The qualitative data are analysed using interpretative methods, which often build a theory but rarely test it (Collis and Hussey, 2009). The quantitative (or scientific) approach of the research was chosen as the most appropriate according to the research objectives of this paper.

Research strategy is a plan how to achieve set goals; the most know are as follows: experiment, survey, case study and action research. For the purpose of this study, survey was chosen as a most suitable strategy. According Collis and Hussey (2009, p. 76) survey is designed 'to collect primary or secondary data from a sample, with a view to analysing them statistically and generalizing the results to a population'. The author needed to ask questions

about participants' attitudes, opinions as well as about their age, gender and other personal characteristics in order to reach the research objectives. As Neuman (2011) state, these types of information are collected using survey research.

3.2 Research method - questionnaire

There are several methods of gathering data for the research, namely questionnaires, interviews, focus groups and documents. The author chose a questionnaire as the most appropriate one. 'A questionnaire is a method for collecting primary data in which a sample of respondents are asked a list of carefully structured questions chosen after considerable testing, with a view to eliciting reliable responses' (Collis and Hussey, 2009, p. 192). A questionnaire has many advantages over other methods, as well as many disadvantages. The questionnaire allows reaching a large number of respondents and a large amount of data in a relatively short time with low cost. As Bryman and Bell (2011, p. 232) stress that 'the cheapness of the self-completion questionnaire is especially advantageous if you have a sample that is geographically widely dispersed'. Since the research was taken among students from different countries, this aspect of the questionnaire was very important to the author.

The major disadvantage of questionnaire is non-flexibility. Questionnaires are designed in advance and do not allow collecting additional data or using follow-up questions. Secondly, there is no one present to help respondents if they are having difficulty answering a question. Furthermore, the participants have reduced option to respond to closed questions (Bryman, 2012). Other disadvantages of questionnaire are included in following subsection.

3.2.1 Online questionnaire

For the purpose of this study, an online form of questionnaire was chosen as the most appropriate. To be more precise, university's Facebook pages were used to distribute the questionnaire. As Sekaran and Bougie (2010) point out, one of the advantages of online survey is the possibility to reach wide geographic regions. This was very important because sample includes people who live in various countries. Bryman and Bell (2011) highlight the absence of interviewer effects in on-line questionnaire, thus the respondents are not

influenced by the characteristics of the interviewer and they can complete the questionnaire when they want and at the speed that is convenient for them.

On-line questionnaires also have many disadvantages. Participants have to be computer literate and must have access to the facility. Furthermore, it is difficult to ensure that the questionnaire was filled by the right person or that some people did not complete the questionnaire more than once. Last but not least, a response rate of online survey is typically lower compared to postal questionnaire or personal interview (Bryman, 2012).

3.3 Validity, reliability, practicality and ethical issue

Reliability, validity and practicality are the main aspects of credibility of the findings of the research. (Collis and Hussey, 2009). In the following section is given an explanation of how researcher achieved them. Furthermore, the ethical issues of the research are addressed.

3.3.1 Validity

According Cooper and Schindler (2011, p. 318) ‘validity is the extent to which a test measures what we actually wish to measure’. The author ensured the validity by comparing the answers of participants with relevant evidence, namely appropriate statistics and findings of similar studies.

Since the questionnaire was given to participants whose mother language is not English the author simplified language used in the questionnaire. This helped to ensure that each respondent will understand the task correctly and answers will not be distorted due to poor interpretation of the questions. Furthermore, a pilot study was carried out to determine the clarity and usefulness of each question.

3.3.2 Reliability

Cooper and Schindler (2011, p. 321) explain that ‘reliability has to do with the accuracy and precision of a measurement procedure’. The reliability was assured by using

questions from research studies which had already been conducted and which examine the same subject as this paper. These studies were examined by experienced researchers.

3.3.3 *Practicality*

‘Practicality is concerned with a wide range of factors of economy, convenience, and interpretability’ (Cooper and Schindler, 2011, p. 323). The online method of questionnaire was chosen to minimise the costs and thus the research met the economic criteria. The questionnaire is easy to administer, instructions are clearly and short and thus the convenience criteria have been met.

3.3.4 *Ethical issues*

The questionnaire was designed with respect to the ethical principles of the university. The participation in the research was utterly voluntary and no respondent was forced to fill the questionnaire. The people who took part in the research were informed about the time it takes and they were allowed to withdraw from the questionnaire survey any time they wish.

All the participants remained anonymous and it was ensured that their identities were not connected with the responses they provided. The information given by respondents was treated as strictly confidential and only the researcher had access to the collected data. The participants were informed about these ethical principles as well as about purpose of this research through statement enclosed with the questionnaire.

3.4 Sampling

The research aims to define attitudes of highly-skilled young people toward labour migration. University students represent this group and thus they constitute population of this research.

The method used to choose sample combine convenience sampling and snowball sampling. The term convenience sampling refers to method when the researcher chooses respondents on the base of simple accessibility (Bryman and Bell, 2011). The author of the

paper used Facebook pages of university societies to distribute the questionnaire among students of different nationalities. The members of those societies were asked to send the questionnaire to their friends and schoolmates who study at other universities. Due to method of snowballing, the researcher is not able to specify the number of people who were sent the questionnaire.

3.5 Design of the questionnaire

The author adopted three different studies to design the questionnaire: Lukeš and Vavrečková (2006), Vavrečková and Janata (2006) and European Commission (2002). All those studies deal with attitudes towards labour migration within EU. The research of Lukeš and Vavrečková (2006) was focused on university students and thus most questions were adopted from their questionnaire.

The questionnaire starts with an explanatory paragraph because, as Collis and Hussey (2009) state, it is important that the respondents know the purpose of the research and context of the given questions. The introductory paragraph also includes a statement about confidentiality and anonymity as well as instructions for filling in the questionnaire.

The questionnaire consisted mainly of closed questions; it means that the respondents chose from predetermined answers. However, several questions have the option 'other' which allows respondents answer in their own words if no given option is suitable. Three questions were open-ended and respondents supplied their own answer. The questions can be categorized in several sections according their aim as showing the table 3.2.

Table 3.2: Contents and aims of the questions

Section	Content of the questions	Aim
1 Demographics	Age, gender, nationality and others	To classify respondents and build correlations
2 Factors influencing attitudes toward migration	Previous experience, language skills, desirable income	To examine factors which influence attitudes towards migration
3 Attitudes toward migration	Intention to migrate, realization of plans, time horizon	To examine how many students is thinking about work abroad and to what extent is their intention realistic.
4 Target countries	Question about preferred country and reasons of their choice	To identify most preferred countries find correlation with section 2
5 Motives	Most important motives of migration decision	To find out differences in motivation to labour migration between nations
6 Barriers	Most important barrier of migration decision	To find out differences in barriers to labour migration between nations.

3.6 Pilot study

Before the questionnaire was sent to respondents, the pilot study was made. The questionnaire was discussed with researcher's supervisor and also with other university tutors. After these consultations some questions were modified. These changes mainly involved order of the questions, wording and grammar corrections. Two questions were removed because they were unrelated to the objectives of the study. Some questions were changed from "scale" type to "multiple choice" in order to reduce the time of filling the questionnaire. As Neuman (2011) stresses, if a questionnaire is too long there is a bigger chance that respondents will fail to complete it.

Subsequently, the questionnaire was tested on five people who were similar to chosen sample. Those people commended on the questionnaire and recommended several changes. This led to a simplification and clarification of some questions and answers. The author has

attached a greater importance to intelligibility and clarity of all questions as the questionnaire was aimed at respondents whose first language is not English.

Furthermore, several options of multiple choice questions were modified, some were removed and some were added. Finally, another group of five people was asked to fill in the questionnaire; however, no further changes were needed.

3.7 Limitations

As Cooper and Schindler (2006) emphasize, ‘all research studies have their limitations’. Those are important to mention before analysing the data. Readers should be aware about weaknesses of the study and then take the results of the study into account with caution.

The main limitation of the study is low number of respondents. The questionnaire was sent through internet and thus only 89 students sent it back. Due to quite small group of respondents the result could not precisely reflect the truth.

The questionnaire was set up in English; however, chosen sample comprises students of different nationalities whose official language is not English. Even though one assumes that university students have sufficient knowledge of the English language to fill in the questionnaire, there could be some misunderstanding because of incorrect interpretation or inaccuracy in the translation.

Furthermore, the questionnaire was distributed via the Internet and thus the respondents could not ask the author for a clarification of the questions if they do not understand properly. Furthermore, they may answer it in a hurry or might not read the questions correctly. Therefore, the quality of some answers may be poor.

Last but not least, the researcher cannot be sure that the respondents provided true and accurate information. Some questions could be perceived as too personal and thus respondents might answer incorrectly even if they were acquainted with the anonymity of the questionnaire.

3.8 Summary

This chapter explained the chosen research strategy and method. After conducting the survey, which consisted of an online questionnaire, the primary data was collected from the chosen sample of respondents. The data was gathered in conformity with ethical principles and were used exclusively to reach research objectives. In the following chapter, the collected data is analysed and described.

4. RESEARCH RESULTS AND ANALYSIS

This chapter analyses and discuss the data collected by questionnaire survey for the purpose of the study. The research was conducted among university students of four different EU nationalities – Czechs, Romanians, French and Danish. Responses were collected from 13th March to 23th March 2013. Due to quite a small response rate (89 respondents) readers of this study should look at the results with caution.

The first part of this chapter will introduce profile of respondents. The second part analyses and describes the factors which influence decision about migration. Following part deals with motives and barriers of labour migration. The last part discusses results with regard of the findings from the literature. The questionnaire used in the study and full results are in the appendices A and B.

An important point to stress is the explanation of used statistical analysis and marking. Pearson's Chi-Square test for independence (χ^2) shows the strength of cross relation. The statistical significance (p) tells us the level of confidence that the results are corresponding to the population from which the sample was drawn. The significance statistical level is 95%, thus a p value of 0.05 or less is referred to as *statistically significant*. And finally, phi and Cramer's V coefficient show the strength of dependence; the phi coefficient is used for the analysis of the relationship between two dichotomous variables, Cramer's V is employed with nominal variables (Bryman and Bell, 2011). To achieve high lucidity, the number of a relevant question in the questionnaire is marked as (q).

4.1 Profile of respondents

Gathered responses represent balanced sample of different gender and nationalities. From 89 obtained answers, 41 were men which accounts for 46% and 48 were women, which accounts for 54% (q2).

Table 4.1: Gender

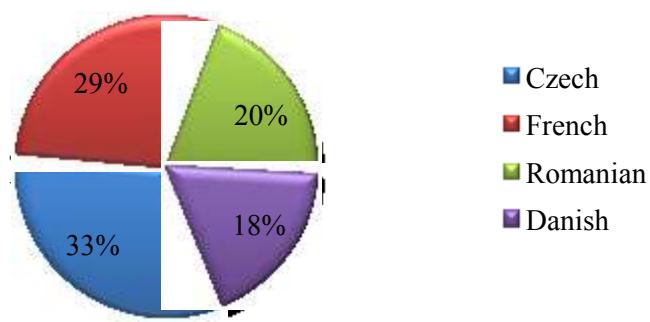
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	41	46.1	46.1	46.1
	female	48	53.9	53.9	100.0
	Total	89	100.0	100.0	

The average age of respondents was 22.4 years (**q1**). Breakdown of nationalities is shown in the table and chart below (**q4**). The largest representation among participants have Czech students (29 respondents) followed by French (26); considerably less answers were obtained from Romanian (18) and Danish (16) students.

Table 4.2: Nationalities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Czech	29	32.6	32.6	32.6
	Romanian	18	20.2	20.2	52.8
	French	26	29.2	29.2	82.0
	Danish	16	18.0	18.0	100.0
	Total	89	100.0	100.0	

Figure 4.1: Nationalities

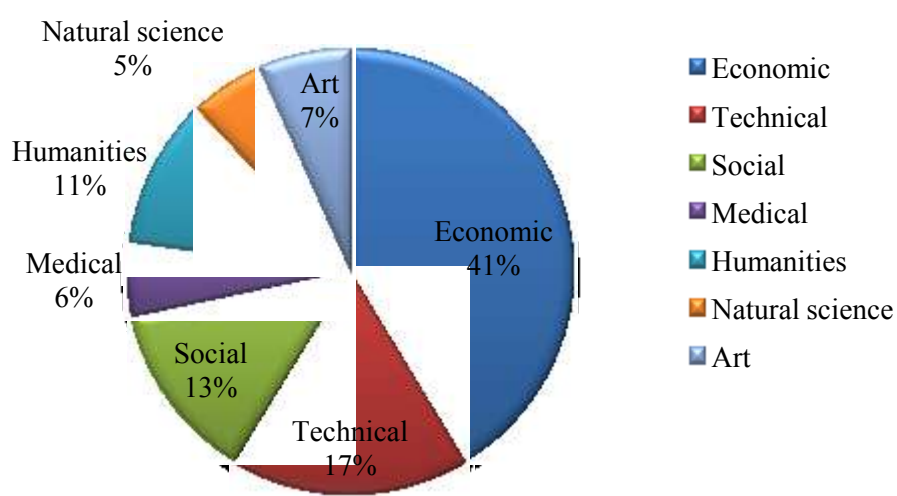


The participants studied various subjects (**q5**); 41% economic, 17% technical, 13% social, 11% humanities, 7% art and medicine and natural science account for 5%. The percentage distribution of the fields of study is clearly illustrated in the chart below.

Table 4.3: Field of study

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid economic	37	41.6	41.6	41.6
technical	14	15.7	15.7	57.3
social	10	11.2	11.2	68.5
medical	4	4.5	4.5	73.0
humanities	13	14.6	14.6	87.6
natural science	5	5.6	5.6	93.3
arts	6	6.7	6.7	100.0
Total	89	100.0	100.0	

Figure 4.2: Field of study



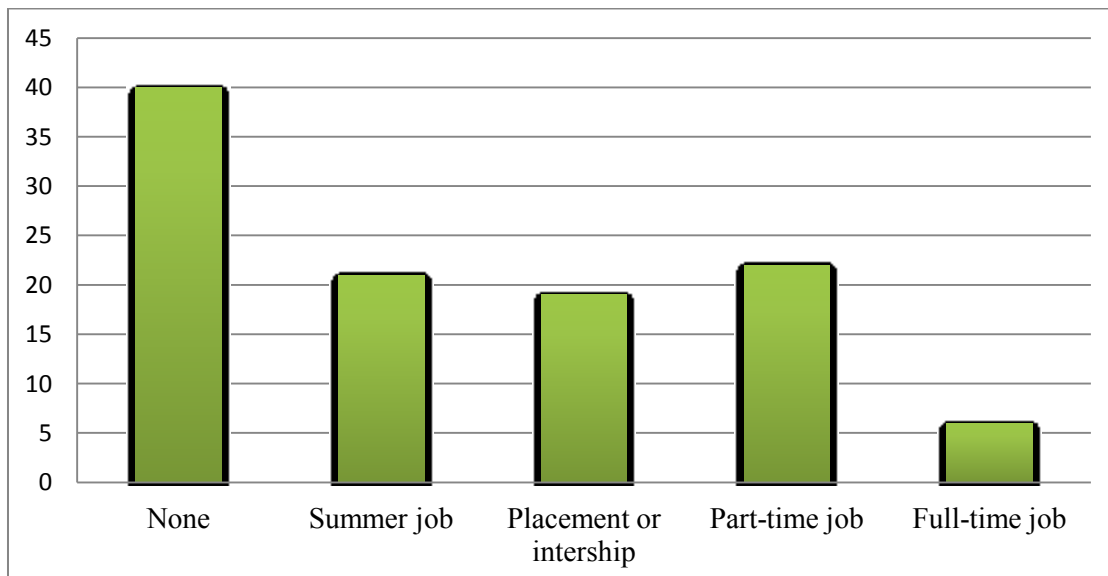
4.1.1 Factors influencing decision about migration

In this part, questions about various factors, which might influence decision about migration, are analysed by basic statistics. Those factors include previous experience of working and studying abroad, family and friends abroad, contact with people working abroad in the same field of study and finally language skills.

a) Analysis of question about previous experience of working abroad

The author examined the experience of working and studying abroad. This experience can be considered as an important factor that influences decisions about migration or realization of migration itself. The chart below shows that the majority of students (55%) have some experience of working abroad (q7). Less than half (45%) of all respondents chose option 'none' experience. Students have mainly experience of summer jobs, placements and internships and other part-time jobs (around 20%). Only six persons worked full-time abroad. More than 14% of students choose more than one answer, e.g. summer job and internship.

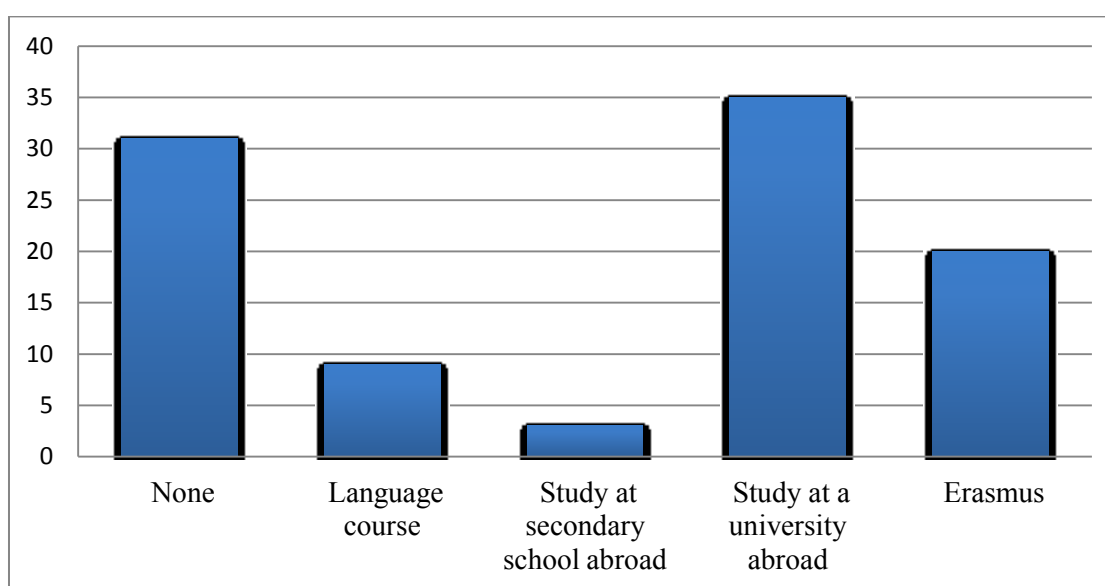
Figure 4.3: Previous experience of working abroad



b) Analysis of question about study experience abroad

The chart below shows study experience abroad (q8). Only 35% of students have no experience of study abroad. The most often chosen option was ‘study at university abroad’ (39%) and the second most often experience was Erasmus (22%). Only 3% of respondents studied at secondary school abroad and 10% of students attended a language course abroad. Less than 10% of respondents chose more than one option.

Figure 4.4: Study experience abroad



c) Analysis of question about language skills

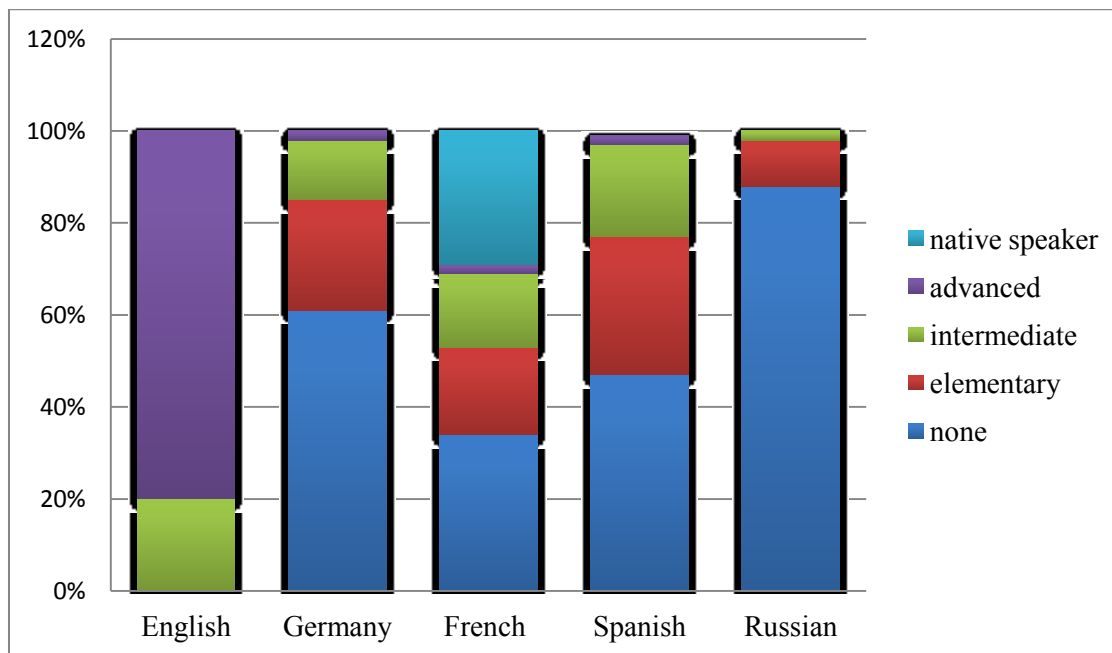
Another question looked into the language skill of university students (q9). Knowledge of languages plays an important role in the relation to the employability on the foreign labour market. The participants evaluate their knowledge of five world languages: English, German, French, Spanish and Russian through a five-step scale – none, elementary, intermediate, advanced and native speaker. Surveyed students are proficient mainly in English. All respondents stated that they can speak English, even 80% evaluate their knowledge as ‘advanced’ and 20% assumed their knowledge of English on intermediate level. Other options were not used.

Knowledge of the German language has only 39% of respondents and mostly only on an elementary level (24%). Intermediate level of German has 13% of students and only 2% chosen option 'advanced'. As regards French language, 34% students have no knowledge of the language and contrary 29% of participants were the French and thus they chose the option 'native speaker'. Elementary and intermediate level of French language stated equally 20% of participants.

Almost half (47%) of participants have none knowledge of Spanish language. It can be said that one third of them have only basic knowledge of Spanish at elementary level followed by 20% of students who speak Spanish at an intermediate level. Only 2 respondents answered that they have advanced skills of the Spanish language.

The research suggests that students are the least skilled in the Russian language. A total of 88% students expressed that they cannot speak Russian and only 10% of respondents have basic knowledge of the language. Intermediate level indicated only 2 participants.

Figure 4.5: Language skills



4.2 Analysis of Hypothesis

In this part, the findings of questionnaire are analysed using statistical indicator Pearson Chi-Square test. In order to gain accurate results, the author used statistical software SPSS. Comprehensive results of the tests are shown in tables for each of the hypothesis.

a) Hypothesis 1: Over 60% of students consider migration, however, students from new Member States tend to migrate more than students from old Member States.

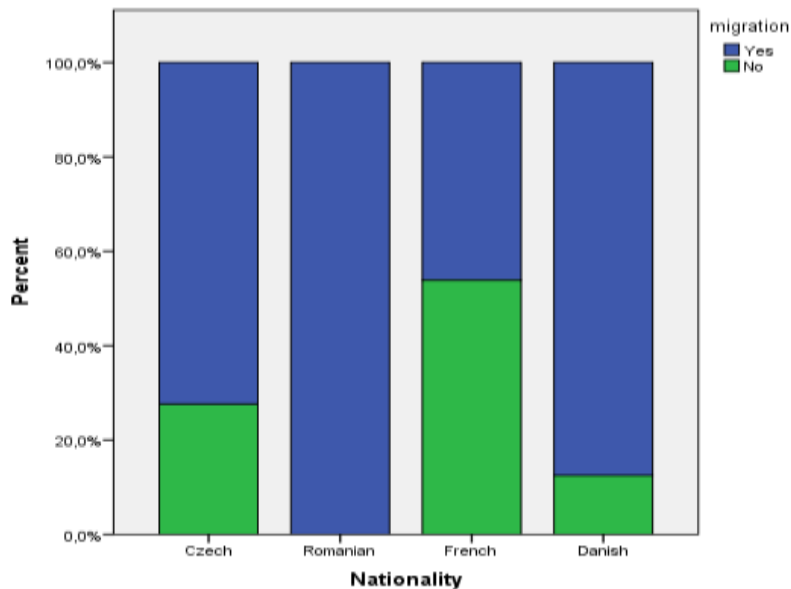
First of all, the author examined how many students are thinking about going to work abroad and if there is any relationship between their intention and other factors such as nationality, gender, language skills, and relatives and friends abroad. The results of the questionnaire showed that 65 students, which equal to 73% of all respondents, are thinking of going to work abroad after graduation (**q12**). An interesting finding is that even more than half (54%) of those who are not thinking about working abroad would be willing to accept a job abroad that does not match their qualifications if they got a higher salary than in their home country (**q21**).

The author also observed to what extent is their intention realistic (likely). Thus the author asked students if they already taken any steps to realize their intention to work abroad and if yes, which? Students expressed that almost half of them (32) already taken any steps (**q13**). Most often they obtained information about job opportunities (22 students) and sought out help from relatives or colleagues (**q14**).

The research showed that 25 students (38%) anticipate going to work abroad in 2-5 years (**q15**) and 21 students (32%) in 1-2 years. The most frequently they wish to stay in foreign country permanently (40%) or for 1-2 years (22%) (**q16**). These findings indicate that students have clear idea about their migration intentions and thus it is likely that they will realize them.

Further, the author identified intention to migrate according to nationality. On the chart below, we can see the distribution of particular nationalities in relation to their migration potential. The highest intention to migrate (total of 100%) expressed students from Romania. Surprisingly, nationality with the second highest migration potential were Danish, of which 88% are thinking of working abroad after graduation, followed by Czech (72%). As expected, the lowest interest in working abroad expressed French students.

Figure 4.6: Intention to migrate according to nationality



A Chi-square test for independence (table 4.4) proved, that the association between nationality and migration potential is statistically significant, the dependence can be quantified to 45% [$\chi^2 = 17.89$, $p=0.00$, Cramer's $V=0.45$] (Pallant, 2007).

Table 4.4: Chi-Square test for relationship between nationality and intention to migrate

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	17,891 ^a	3	,000
Likelihood Ratio	21,652	3	,000
Linear-by-Linear Association	,218	1	,641
N of Valid Cases	89		

a. 2 cells (25,0%) have expected count less than 5. The minimum expected count is 4,31.

Symmetric Measures			
		Value	Approx. Sig.
Nominal by Nominal	Phi	,448	,000
	Cramer's V	,448	,000
N of Valid Cases		89	

b) Hypothesis 2: No significant differences can be found among males and females and their intention to migrate.

Secondly, the author examined if there is any difference between gender and intention to migrate. The research found out that 73.2% of males are thinking about working abroad and as well as almost the same rate of females (72.9%). To ensure about statistical significance, the author carried out Pearson Chi-square test of independence. For detailed results of the test, see the table 4.5 below.

The Chi-square test for independence indicated no significant association between gender and intention to migrate, the strength of dependence is 0% [$\chi^2 = 0.00$, $p=0.99$, $\Phi=0.00$] (Pallant, 2007).

Table 4.5: Chi-Square for relationship between gender and intention to migrate

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.001 ^a	1	.979	1.000	.585
Continuity Correction ^b	.000	1	1.000		
Likelihood Ratio	.001	1	.979		
Fisher's Exact Test					
Linear-by-Linear Association	.001	1	.979		
N of Valid Cases	89				

a. 0 cells (0.0%) have expected count less than 5. The minimum expected count is 11.06.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.003	.979
	Cramer's V	.003	.979
N of Valid Cases		89	

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c) Hypothesis 3: Students with better knowledge of languages consider labour migration more than those who have worse knowledge of languages.

The aim of this hypothesis is to examine if language skills are important factor which has impact on decision about migration. The author compared number of languages on at least intermediate level with intention to migrate.

The findings shows that only 50% of students with knowledge of just one language intend to migrate and on the other hand 72% of students with knowledge of two or more languages are thinking about migration. To support this result, Chi-Square for independence was performed. The test found a significant association between knowledge of languages and intention to migrate [$\chi^2 = 6.00$, $p=0.05$, Cramer's V =0.26].

Table 4.6: Chi-Square test for relationship between knowledge of languages and intention to migrate

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6,040 ^a	2	,049
Likelihood Ratio	5,693	2	,058
Linear-by-Linear Association	1,431	1	,232
N of Valid Cases	89		

a. 1 cells (16.7%) have expected count less than 5. The minimum expected count is 4.31.

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	,261	,049
	Cramer's V	,261	,049
N of Valid Cases		89	

a. Not assuming the null hypothesis.
b. Using the asymptotic standard error assuming the null hypothesis.

d) Hypothesis 4: Students who have family, friends or colleagues abroad tend to migrate more than those who do not.

In the next step, the author examined the association between intention to migrate and contact with people abroad – colleagues, family and friends. The results show that 75.5% of students who are thinking about work abroad are in contact with colleagues abroad. On the other hand, 70% of student who do not have colleagues abroad are also considering labour migration. Performed Chi-square test did not find a significant association between those two variables; contact with colleagues abroad and the intention to migrate, the dependence is only 6% [$\chi^2 = 0.34$, $p=0.56$, $\Phi=0.06$] (Pallant, 2007).

Table 4.7: Chi-Square test for relationship between contact with colleagues abroad and intention to migrate

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	.340 ^a	1	.560	.634	.365
Continuity Correction ^b	.117	1	.732		
Likelihood Ratio	.338	1	.561		
Fisher's Exact Test					
Linear-by-Linear Association	.336	1	.562		
N of Valid Cases	89				

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 10.79.
b. Computed only for a 2x2 table

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.062	.560
	Cramer's V	.062	.560
N of Valid Cases		89	

a. Not assuming the null hypothesis.
b. Using the asymptotic standard error assuming the null hypothesis.

The author reached similar results also in the case of the relationship between family and friends abroad and intention to migrate. More than 75% of student who have family and friends abroad are thinking about work abroad. Contrary, less than 58% of student who do not have relatives abroad are thinking about labour migration. Even though it proved that the labour migration is considered rather by students who have relatives abroad, Chi-square test of independence indicated no significant association between family and friends abroad and intention to migrate, [$\chi^2 = 1.52$, $p = 0.13$, $\Phi = 0.22$] (Pallant, 2007).

Table 4.8: Chi-Square for relationship between family abroad and intention to migrate

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	1.522 ^a	1	.217	.293	.186
Continuity Correction ^b	.781	1	.377		
Likelihood Ratio	1.414	1	.234		
Fisher's Exact Test					
Linear-by-Linear Association	1.505	1	.220		
N of Valid Cases	89				

a. 1 cells (25.0%) have expected count less than 5. The minimum expected count is 3.24.

b. Computed only for a 2x2 table

Symmetric Measures

		Value	Approx. Sig.
Nominal by Nominal	Phi	.131	.217
	Cramer's V	.131	.217
N of Valid Cases		89	

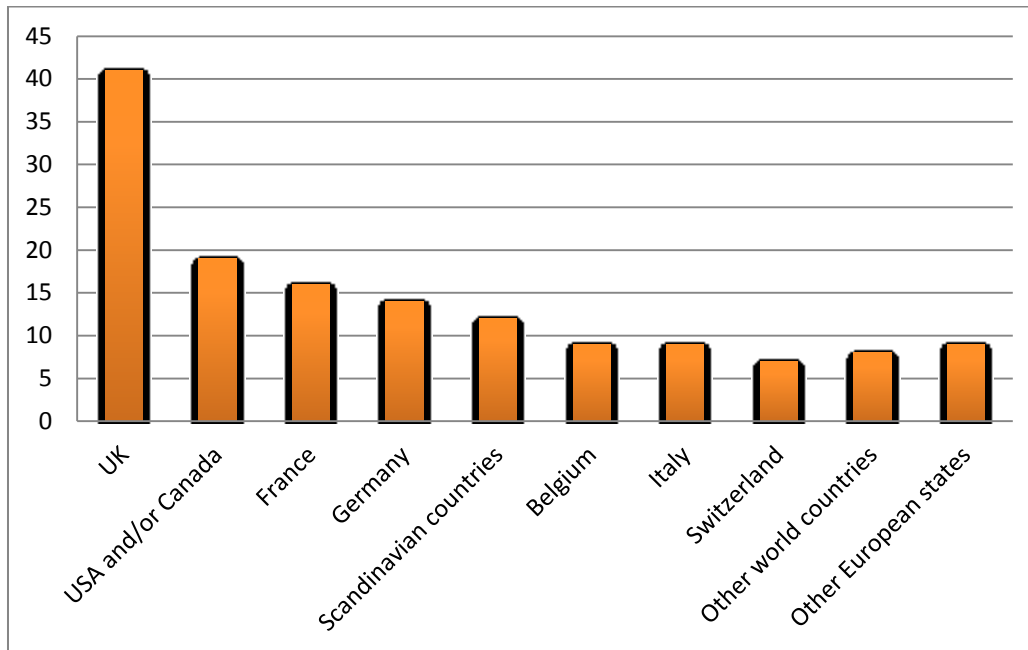
a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

e) Hypothesis 5: The most preferred country for migration is the United Kingdom; mainly due to the local language – English.

Further, the author asked students about their preferred EU Member State for migration (**q18**). The aim of this set of question is to identify which country and why is the most attractive for students. The results showed clearly that the most preferred country for migration is the United Kingdom; it was expressed by 41 respondents. Other EU target countries for migration were France (16 respondents) and Germany (14 respondents). The most preferred non-EU countries were the USA and Canada (19).

Figure 4.7: The most preferred countries for migration



Students were also asked about their reasons why they prefer particular country (**q19**). Results indicate that the most important reasons for choosing target country is ‘the knowledge of local language’ (33 students), ‘better working conditions’ (26 responses) and ‘the possibility of high earnings’ (25 responses).

The author tested if there is a significant association between the United Kingdom as a target country (**q18**) and local language as the most important reason for the choice (**q19**). In other words, the test examined if students prefer to work in the United Kingdom because they know the local language – English. The Chi-square test for independence confirmed this hypothesis, [$\chi^2 = 4.42$, $p = 0.04$, $\phi = 0.26$].

Table 4.9: Chi-Square test for relationship between target country (UK) and local language

	Value	df	Asymp. Sig. (2-sided)	Exact Sig. (2-sided)	Exact Sig. (1-sided)
Pearson Chi-Square	4,420 ^a	1	,036		
Continuity Correction ^b	3,391	1	,066		
Likelihood Ratio	4,417	1	,036		
Fisher's Exact Test				,042	,033
Linear-by-Linear Association	4,352	1	,037		
N of Valid Cases	65				

a. 0 cells (0,0%) have expected count less than 5. The minimum expected count is 9,97.

b. Computed only for a 2x2 table

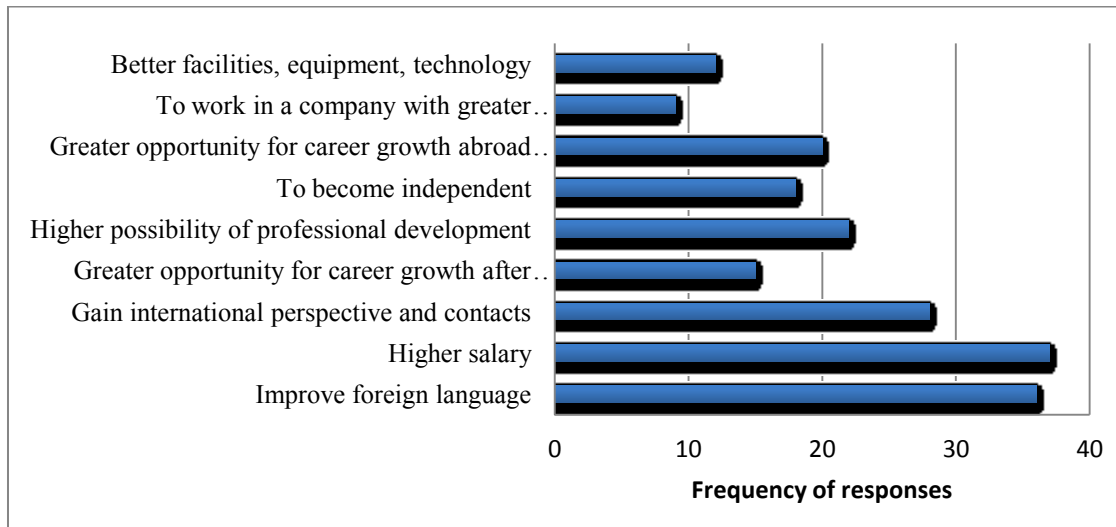
Symmetric Measures

		Value	Approx. Sig.
	Phi	,261	,036
Nominal by Nominal	Cramer's V	,261	,036
	Contingency Coefficient	,252	,036
N of Valid Cases		65	

f) Hypothesis 6: The most common motive for migration will be a higher salary and an increase of qualification. Contrary, the biggest barrier is separation from family.

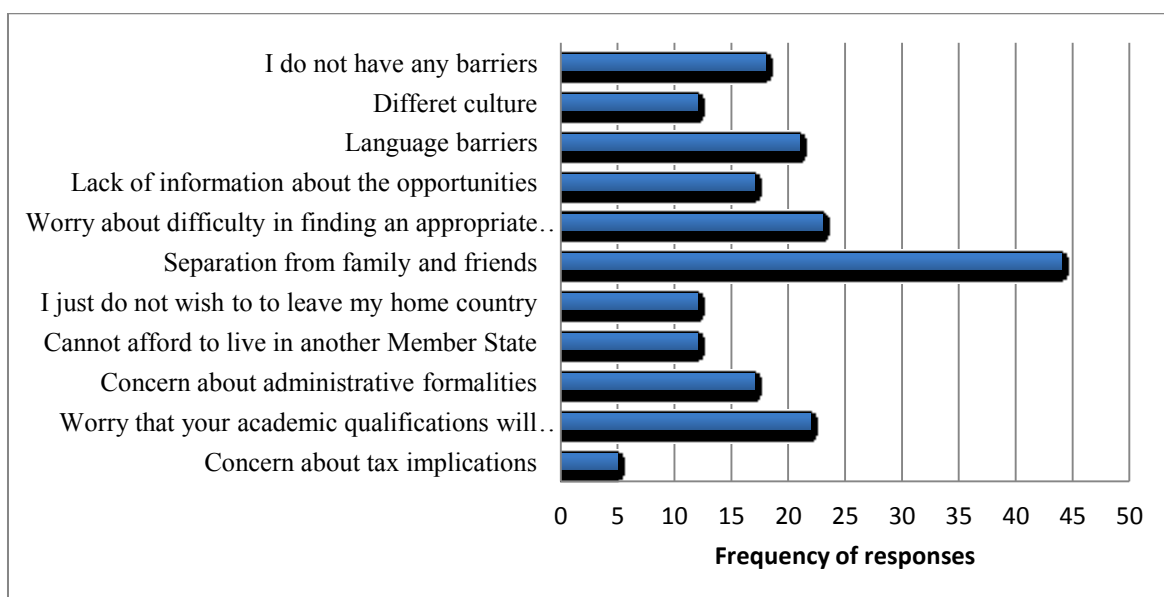
Students were asked about their motives to work abroad (q17). The most often answers were 'higher salary' and 'improve foreign language'. Other important motives were 'gain international perspective and contacts' and 'higher possibility of professional development'. The less frequent option was 'to work in a company with greater international prestige'.

Figure 4.8: Motives to work abroad



The last question (q22), which was asked to all students regardless of whether they plan or do not plan to work abroad, examined which factors discourage them of moving abroad. Respondents could choose up to three most important barriers. The most often answers were ‘separation from family and friends’. Another often mentioned barriers were ‘language barriers’, ‘worries about a difficulty to find an appropriate job’ and ‘worry that your academic qualification will not be recognized’. Many students chose also the option ‘I have no barriers’. The most important obstacles for students was ‘concern about tax implications’.

Figure 4.9: Barriers of migration



4.3 Additional Results

To identify the relationship between intention to work abroad after graduation and previous work experience, the author used Pearson Chi-square test for independence. The results are shown in the table below.

Table 4.10: Chi-Square test for relationship between previous working experiences and intention to migrate

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.835 ^a	4	.019
Likelihood Ratio	15.846	4	.003
N of Valid Cases	89		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 2.43.

Symmetric Measures			
		Value	Approx. Sig.
Nominal by Nominal	Phi	.365	.019
	Cramer's V	.365	.019
N of Valid Cases		89	

a. Not assuming the null hypothesis.
b. Using the asymptotic standard error assuming the null hypothesis.

A Chi-square test for independence indicated a significant association between previous working experiences and intention to work abroad after graduation,

$$[\chi^2 = 11.84, p=0.02, \text{Cramer's } V=0.37] \text{ (Pallant, 2007).}$$

The analysis of the responds showed that 63% of those students who have no previous experience of working abroad are thinking about labour migration. The high rate of positive attitude towards labour migration (93%) showed students who had a summer job abroad. Contrary, only 56% of students who had experience of placement or internship are thinking about working abroad after graduation.

Secondly, the author examined the relationship between study experience abroad and intention to migrate. As well as in the previous case, the Pearson Chi-square test for independence was used as a most appropriate to analyse the answers. As the table 4.11 shows, the Chi-square test for independence indicated a significant association between study

experience abroad and intention to work abroad after graduation, [$\chi^2 = 14.2$, $p=0.01$, Cramer's $V=0.40$].

Table 4.11: Chi-Square test for relationship between study experience abroad and intention to migrate

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.204 ^a	4	.007
Likelihood Ratio	17.462	4	.002
N of Valid Cases	89		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.35.

Symmetric Measures			
		Value	Approx. Sig.
Nominal by Nominal	Phi	.399	.007
	Cramer's V	.399	.007
N of Valid Cases		89	

a. Not assuming the null hypothesis.
b. Using the asymptotic standard error assuming the null hypothesis.

4.4 Discussion of hypothesis

The findings of the questionnaire survey have already been analysed and specifics have been stressed. In the following chapter, the hypothesis will be addressed again and the results will be discussed and consulted with regard of the findings from the literature. Furthermore, the additional findings will be explained and a recommendation for future study will be given at the end of the chapter.

a) Hypothesis 1: Over 60% of students consider migration, however, students from new Member States tend to migrate more than students from old Member States.

The aim of the study is to determine the potential rate of labour migration of university students in four EU countries. The questionnaire survey showed that the migration potential is extremely high; total of 73% of students are considering a work abroad after graduation. The results are higher when compared with similar studies, e.g. Lukeš and Vavrečková (2006) who examined migration potential among Czech IT students from which ‘only’ 58% were considering labour migration. Very low numbers were obtained by the European Commission (2002) which conducted a survey covering 7 500 citizens in all 15 Member States in 2002. Only 15% of respondents were thinking of moving to another Member State to study or work and further 11% said ‘that they had thought about it but had given up the idea’. It is difficult to predict how many of them will realize their intention, however, the research showed that almost half of them already taken any steps and majority of them have clear idea about when and for how long they want to work abroad.

Significant differences were found among particular nationalities. Questionnaire surveys showed that labour migration is considered the most by Romanian students. This result was expected due to study of several statistics (see chapter 2.8). However, the fact that all asked Romanian students considered about labour migration is unforeseen. It may be assumed that in the recent future high rate of Romanian graduates will also tend to seek jobs abroad. Nevertheless, this finding should be generalized to the whole population with caution due to the small sample of respondents; only 18 Romanian students participated in this survey.

Many theories suggest that migration is a matter of less developed countries because migrants are motivated by higher earnings and standard of living, gaining of professional development and other incentives (see chapter 2.4). However, Danish participants of this study are thinking about work abroad more than Czech students. Thus, this part of the hypothesis was not confirmed.

However, we can find an explanation of this result in other theories. When we look at preferred countries for migration of Danish students, those are mainly Germany and Scandinavian countries, which are close to Denmark in reference to distance, culture, history and language. Conversely, the Czech Republic is surrounded by developing countries and German-speaking countries. However, Czech students have greater knowledge of English

language rather than German and thus they preferred to migrate to more distant countries such as the United Kingdom that speak English. These findings confirmed the theory of Borjas (1999) who claim that with higher distance the migration decreases (impact of knowledge of languages on migration and the most preferred countries will be discussed below).

b) Hypothesis 2: No significant differences can be found among males and females and their intention to migrate.

The hypothesis proved to be valid. No significant differences were found among males and females and their intention to migrate. These research findings confirm the statement of Krieger (2004) that there are no longer any differences between males and females due to feminisation. Based on these results we can determine the high rate of labour migration among both genders.

Black et al. (2010) claim that Romanian women might have a lower propensity to migrate than women from other Member States, however, the author of this study failed to confirm this statement because all Romanian respondents, males and females, expressed the same intention to migrate. This finding might be caused by low number of Romanian respondents (8 males and 10 females).

c) Hypothesis 3: Students with better knowledge of languages consider labour migration more than those who have worse knowledge of languages.

Many authors (e.g. Vavrečková 2006, Hassler et al. 2002) suggest that decision about migration is very often influenced by language skills of migrants. Therefore, the respondents were asked about their knowledge of five world languages. The answers indicate that there is a significant association between the number and level of language skills and intention to migrate. Students who have knowledge of two languages at least at an intermediate level expressed higher intention to work abroad than those who can speak only one world language. The importance of language skills was demonstrated also by a question on important reasons for choosing a particular country for migration (**q19**). Students most often chose option 'I know the local language'. The study indicated that language skills are very important factor influencing decision about labour migration.

d) Hypothesis 4: Students who have family, friends or colleagues abroad tend to migrate more than those who do not.

Heinz and Ward-Warmedinger (2006) claims that social capital, i.e. links with family, friends and others, increase the likelihood of migration flow. Therefore the author of this study asked students if they have family and friends abroad and if they are in contact with colleagues abroad and compared their answers with their intention to migrate. However, the findings from analysis suggest that there is no significant association between social capital and intention to migrate. In other words, the migration is considered by the same rate of student who has family and friends abroad as those who do not. The same results were found by analysing the answers about colleagues abroad. In this case, the migration network theory was not confirmed. It can be caused by the low number of respondents and thus the results might not be representative. On the other hand, the analysis of barriers to migration showed that separation from family is the most important discouraging factor; it was expressed by 44 respondents.

e) Hypothesis 5: The most preferred country for migration is the United Kingdom; mainly due to the local language – English.

Many statistics (see chapter 2.8) clearly show that the United Kingdom is the most often target country of migrants. The author of the study tried to examine, if the results are the same also for university students. Analysis of the answers indicated that the United Kingdom is unequivocally the most preferred target country for students. As was already mentioned above, the language skills are a very important factor which influences decision about migration; it can work as a motive (the possibility to develop language) and also as an obstacle of migration (language barrier). In the analytical part it was proved that the knowledge of language is important reasons why students prefer the United Kingdom as a target country for migration. This means that the hypothesis was confirmed. In general, we can predict that the United Kingdom will be also in the recent future the most often EU target country for migration of high skilled workers.

f) Hypothesis 6: The most common motive for migration will be a higher salary and an increase of qualification. Contrary, the biggest barrier is separation from family.

According to neoclassical micro theory (see chapter 2.2.3) each individual is trying to maximize his profit when considering the migration. Therefore people migrate where they can be most productive with respect to their qualifications and experience. They are considering not only the benefits that migration brings to them, but also investments that are associated with migration. Respondents of the survey expressed that the economic factors (higher salary and improving the standard of living) are the biggest gains from migration. Moreover, almost the same number of people are motivated by opportunity to improve foreign language. In view of the fact that language skill is important part of education this motivation can be interpreted as an opportunity to increase qualification. To conclude, in this case the neoclassical micro theory was confirmed.

When analysing migration barriers, one has to consider that individual factors that are interconnected and are generally complementary. Nevertheless, it can be said that the most important barrier is the separation from family, which is probably connected with low age of respondents.

Even though the theory of migration networks has not been confirmed, these findings show that social links are significant discouraging factors which have an impact on decision about migration of young people.

4.5 Discussion of additional findings

The analyses indicate that there is a significant association between previous work and study experience abroad and intention to migrate after graduation. The students who already stay abroad for longer time are thinking about migration more than those who have no experience abroad. Thus the author assumes that students who once overcome the barriers and gain experience in different country will be likely to migrate again. On the other hand, students who never been abroad for longer time have more worriers and they give up their idea about migration.

4.6 Recommendation for future study

This study of labour migration is not comprehensive and there is plenty of space for future research. The author recommends researchers interested in this topic to perform deeper analysis of personal characteristics and the incentives of migrants. It would be appropriate to use different methods, such as interview or observation. Respondents should then consist not only of people who are considering migration but also of people who are currently working in different country or who returned back to their home country.

Differences among the migration potential and motives might be observed also among others nationalities, age groups and levels of education. Researchers should also pay more attention to characteristics of the home country of the migrant, such as the unemployment rate, salary, working conditions and also employment opportunities in their particular field of study. Questions could be focused also on the importance and applicability of support from the EU to migrants. For example, researchers could examine if migrants know services such as EURES, if they used them and if those were helpful. Last but not least the author strongly recommends conducting future research on bigger group of respondents in order to obtain more precise information.

4.7 Summary

This chapter presented results of the questionnaire conducted to meet research objectives. First profile of respondents were drawn, and factors influencing decision about migration were examined. Then the hypothesis and also additional findings were analysed. In second part the hypothesis of the research were discussed and linked to the literature. Most of them were confirmed, however some contradiction appeared. Those might be caused by limitations of the research stressed in the methodology chapter. In the following chapter the conclusions will be addressed and achievement of objectives will be evaluated.

5. CONCLUSION

Labour migration is in terms of a single internal market often discussed topic. It also is becoming the subject of discussion among university students who are considering the possibility of working abroad after graduation. A stay abroad is an attractive option as graduates can increase their qualification, improve language skills and gain new experience and subsequently enforce better position on the labour market.

The main purpose of the presented study was to identify the migration potential of young high skilled people within the European Union. In particular, the research was conducted among university students of four nationalities which represent new and old Member States, namely the Czech Republic, Romania, France and Denmark. Except of this aim the study followed other objectives such as examine factors which have an impact on decision about migration, namely gender, nationality, language skills and others. Further the paper aims to identify preferred country for migration and the reasons why young high skilled people chose this country. Finally, the study followed up motives and barriers of labour migration.

In order to reach those objectives, the survey was conducted among university students of the four nationalities mentioned above. A questionnaire was chosen as a most appropriate research method. In the research participated 89 respondents. The relatively low number of participants as well as other limitations of the study should be kept in mind while looking at the conclusions of the study.

The author came to the conclusion that very high rate of university students is considering about migration. Naturally, the number decreases concerning the likelihood that they will realize their intention. Nevertheless, it is obvious that labour migration is a phenomenon for young skilled people.

Of course, significant differences exist among various nationalities. The migration is considered mainly by students from Romania and vice versa the less by French students. However, the study did not confirm the hypothesis that people from new Member States are thinking about migrating more than people from old Member States. In the case of Danish students was the migration potential higher than of Czech students. This finding confirmed theory of geographical distance as a factor influencing rate of migration.

With regard to gender and rate of migration, no significant differences were found. In other words, males expressed the same migration potential as females. Thus the hypothesis was confirmed. Further, no significant association was found among students who have or do not have family, friends and colleagues abroad and their attitude toward migration. In this case, the theory of migration networks was not confirmed. However, the results might be caused by a number of limitations of this study.

Then the author examined the effect of language skills on the migration potential. It proved that language skills are very important factor which influence decision about migration itself as well as choice of the target country. Due to knowledge of English, which is the most common used language, migrants prefer to work mainly in the United Kingdom. The author assumes that the United Kingdom will face high influx of migrants even in the near future because this country is for university students very attractive.

Finally, the study follows up motives and barriers of migration. The study confirmed the hypothesis that students are mainly motivated by higher salary and increase of qualification. In this view the neoclassical micro theory was proved to be true. With regards to barriers of migration, separation from family showed to be the biggest obstacles for students.

To conclude, the study contributed to the issue of labour migration by examining the migration potential of university students. The results can be used as a basis for deeper research in this field. It can be assumed that labour migration will have even more important role in the future; especially if the EU expands to other states for instance countries of South Eastern Europe.

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List of shortcuts

CR	Czech Republic
ECC	European Economic Community
EU	European Union
EU-15	EU-15 Member States
EU-27	EU-27 Member States
EURES	European Employment Services
GDP	Gross Domestic Product
IOM	International Organisation for Migration
OECD	Organisation for Economic Co-operation and Development
PPP	Purchasing Power Parity
PPS	Purchasing Power Standard
UK	United Kingdom
UN	United Nations
UNDP	United Nations Development Programme
US	United States

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V Ostravě dne 11.6.2013

Denisa Tisuanova
jméno a příjmení studenta

List of attachments

Attachment A: Questionnaire used in the research.....1

Attachment B: Questionnaire results.....1

